

University Gets Back at Retired Professor

Mount Allison refuses honorary title, summer teaching post to tenacious critic.

BY CHARLES ENMAN

THE BOARD OF REGENTS of Mount Allison University has refused to grant the title of *professor emeritus* to an outspoken professor nominated for the honour by the university's senate.

This was the first such refusal in the institution's 159-year history.

But Michael Thorpe, in his relations with the administration of the university, in Sackville, N.B., was no ordinary professor.

For years Mr. Thorpe has hammered away at the university's administration, accusing it of abuse of authority.

"Because of my criticisms, the administration and the Board of Regents don't like me, and they don't allow their minds to be disturbed by looking at all the evidence."

In an interview with the *Citizen*, he had heavy criticism of Ian Newbould, president of Mount Allison.

Over the years, Prof. Michael Thorpe has been critical of Mount Allison University's administration, accusing it of abuse of authority.

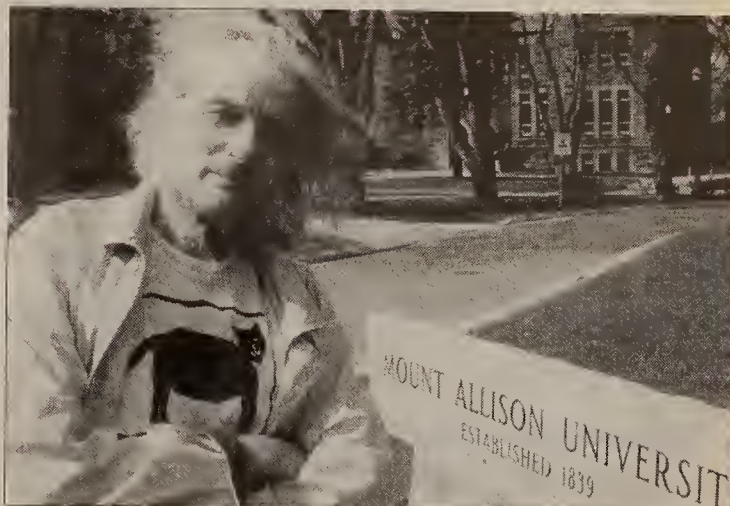
"He has shown himself to be an authoritarian, top-down president who intends to dominate rather than co-operate," Mr. Thorpe said.

He long expressed many of those criticisms in the university senate. Outside the university, he published letters to the editor and articles in the same vein.

"I was never the only critic, but now I am the most vulnerable since I'm retired and no longer have tenure."

Mr. Thorpe took early retirement in February of last year.

The *professor emeritus* is not his only recent tussle with the university. In early March, he was denied permission to teach a summer course that he had offered the



summer before.

"Why would they do this? I was a full professor who had taught for 23 years. And the denial of permission to teach was made with no explanation."

The faculty have largely sided

with Mr. Thorpe on this issue. A petition was circulated that stated that the administration was acting vindictively and asked that Mr. Thorpe be engaged for the summer course. Three-quarters of tenured faculty members signed.

In a letter written to Mr. Thorpe, the university's vice president, academic, William Driedzic, stated several reasons why he had not been hired.

See MT. ALLISON... Page 3

BC Boosts Funding & Freezes Tuition

BRITISH COLUMBIA'S POST-secondary institutions will receive a \$26-million boost in funding according to the March 30 provincial budget, which includes \$17.5-million to create 2,900 new student spaces.

The new funding was welcomed by university faculty, administrators and students, who have been dealing with government-directed increases in enrolment without corresponding funding increases for the past two years.

"We are very happy the provincial government has heard our message that they cannot expect the post-secondary system to serve more students without more funding," said Robert Clift, executive director of the Confederation of

University Faculty Associations of B.C. (CUFA/BC).

In 1996/97 and 1997/98, 3,847 new university student spaces were created, most of which were not funded.

"The [universities, colleges and institutes] did a tremendous job and deserve to be congratulated," said Andrew Petter, B.C.'s Minister of Advanced Education, Training and Technology. "This year we are fully funding the new spaces we are asking institutions to create."

Clift noted that although the new funding is very welcome, it does not make up for the ground lost due to two years of a tuition freeze, the unfunded growth in stu-

See BUDGET... Page 3

Hausse de crédits pour les universités de C.-B.

LES UNIVERSITÉS, LES COLLÈGES et les instituts de la Colombie-Britannique se partageront 26 millions de dollars, une hausse de crédits annoncée dans le budget de la province. Cette hausse comprend également 17,5 millions de dollars qui serviront à la création de 2 900 places parmi les effectifs étudiants.

Les professeurs, les administrateurs et les étudiants d'université, qui ont dû composer avec des augmentations d'effectifs exigées par le gouvernement mais accompagnées d'aucune hausse budgétaire, ont accueilli avec satisfaction ces nouveaux crédits.

«Nous sommes très heureux que le gouvernement provincial ait compris notre message selon lequel

il ne peut espérer du secteur post-secondaire de servir plus d'étudiants sans crédits supplémentaires», a déclaré Robert Clift, directeur général de la Confederation of University Faculty Associations of BC (CUFA/BC).

En 1996-1997 et en 1997-1998, 3 847 nouvelles places ont été créées dont la plupart n'étaient pas subventionnées.

Selon le ministre de l'enseignement supérieur, de la formation et de la technologie, Andrew Petter, les universités, collèges et instituts ont accompli un travail énorme et méritent des félicitations. Il a ajouté que, cette année, le gouvernement subventionnerait entièrement les nouvelles places qu'il a demandées aux établissements de créer.

M. Petter a fait remarquer que les dépenses du gouvernement de la Colombie-Britannique dans le secteur de l'enseignement post-secondaire et de la formation ont augmenté d'environ 20 p. 100 depuis cinq ans, principalement à cause des hausses subventionnées d'effectifs dans les collèges et les instituts, alors que les dépenses, ailleurs au pays, ont chuté.

Les universités de la Colombie-Britannique devront ajouter 900 places pour les étudiants du 1^{er} cycle dont 350 dans des domaines d'études reliés aux technologies de l'information.

La priorité qu'accorde le gouvernement aux technologies de l'in-

Voir C.-B. à la page 7

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Waterloo Ratifies Special Plan

On May 27, faculty members at the University of Waterloo voted 93 per cent in favour of a "special plan" memorandum of agreement between the faculty association and the university. The board of governors ratified the agreement on June 1. The agreement will remain in effect until April 30, 2000.

The agreement contains twelve articles, including, in particular, a strong statement on academic freedom and articles on discipline and grievance and arbitration. Faculty view the latter two as the cornerstone articles of the agreement. Prior to this special plan, the university did not have a formal definition of disciplinary matters and levels of discipline, and had been functioning with a seriously flawed grievance policy for many years.

Other highlights include association grievances and external arbitration. The agreement also provides for incorporation of the Rand process at Waterloo. The final decision on the Rand process itself will be taken via a separate ratification vote of all those officially represented by the faculty association on a date prior to October 15, 1998.

Additional negotiations to incorporate new articles or changes to existing articles will take place in the fall of 1998 and beyond.

The text of the agreement can be accessed via the Internet at <http://www.uwaterloo.ca/documents>.

ON THE WEB

CMEC Releases Report on Education in Canada

The Council of Ministers of Education, Canada, has published *Report on Education in Canada, 1998*. Highlights include: learning in a changing world; what is happening in education? (a report on each province and territory); transitions towards an active life; about CMEC. The report is now available at the web site of the Council of Ministers of Education, Canada: <http://www.cmec.ca/reports/rec98/>. The council can also be reached at telephone: (416) 964-2551, ext. 249; facsimile (416) 964-2296; or e-mail: eschwartz@cmec.ca.

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Concern over Law coverage

A recent issue of the *Bulletin* featured two items on Memorial University's dispute with its former dean of science, Dr. Alan Law.

You accepted, as truth, lock, stock and barrel MUNFA's account of the Law affair. You did not bother to contact the chair of Memorial's Board of Regents or Dr. Arthur May, Memorial's President or myself for a counter-perspective.

Dr. Law in the end achieved a settlement of about \$260,000. We offered him six months earlier roughly \$220,000. You printed that our original offer did not guarantee him a pension. Wrong. I went out of my way to find a mechanism which would satisfy our pension plan's five-year vesting requirement, given that Dr. Law had worked at Memorial for only three years. You printed a derisive dismissal of our claim that the Law settlement was cost neutral. Why did you not ask us for the numbers?

You intimate that I am leaving Memorial because of the Law affair. You further assert that I left the university scene altogether. On the first issue, you should have contacted the chair of Memorial's Board of Regents. He would have told you that the board accepted the necessity to remove Dr. Law. He also would have told you that there was never any intimidation that I did not execute my responsibilities. On the second issue, the Open University of British Columbia, one of the Open Learning Agency's institutions, is a fully accredited member of the Association of Universities and Colleges of Canada. I can assure you I have not left Canada's university landscape. I am too fond of it, and too committed to further its excellence.

I am saddened that the *Bulletin*, which is meant to inform Canada's university professors, cannot adhere to a more rigorous standard of journalism. Perhaps you must choose — you either speak honestly to university faculty-at-large or you speak from the partisan perspective of faculty unions. A choice would clear up matters to the benefit of all those concerned with the future of Canadian universities.

J. TUINMAN

Vice-President (Academic) & Pro Vice-Chancellor
Memorial University of Newfoundland

MUNFA comments on Dr. Tuinman's letter

Dr. Tuinman will of course have his own perspective on the CAUT *Bulletin's* coverage of the Law affair at Memorial, as do MUNFA and other parties involved. The background information MUNFA provided was factual, and in our view speaks for itself. However, we appreciate the opportunity to make a few additional comments in light of Dr. Tuinman's reaction.

How it can be "cost neutral" to place a senior colleague on leave at full salary, plus administrative stipend, for nearly two years, while incurring significant legal expenses in the process, simply escapes us. Were this a fully accurate representation, there might well be many volunteers for such an arrangement — there were certainly a number of half-serious volunteers here, for a settlement of the sort reached with Dr. Law. While Dr. Tuinman did address the issue of pen-

sion vesting in his original (and final) offer to Law, eligibility for vesting was at that time conditional on a legislative change which was anticipated but had not occurred.

It seems of no particular value to argue the reasons why Dr. Tuinman is changing jobs at this time.

Tuinman's view as to the university status of the BC Open Learning Agency is not widely shared — it lacks a senate and the protections provided by academic freedom and tenure. These matters are, we understand, the subject of active discussion within the Confederation of University Faculty Associations of BC. We are therefore greatly encouraged by Dr. Tuinman's assurance of his continuing commitment to the furthering of excellence in the Canadian university landscape, look forward to his productive achievements in this area, and wish him well in his new position.

Finally, we continue to appreciate the *Bulletin's* presentation of diverse perspectives on the university scene, among which, we are sure, its readers are able to differentiate for themselves.

JOHN C. BEAR

President, Memorial University of Newfoundland
Faculty Association

COMMENTS?
QUESTIONS?

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MANAGING EDITOR/REDACTRICE EN CHEF: LISA DUHAIME
EDITORIAL ASSISTANT/ADJOINTE À LA RÉDACTION: LOUISE D'ANJOU
ADVERTISING AND CIRCULATION/PUBLICITÉ ET DIFFUSION: STELLA MAZZAROLO
TRANSLATION/TRADUCTION: LOUISE CANON
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Mt. Allison Tussle

FROM PAGE 1

"That letter deliberately set out to destroy my reputation and career," Mr. Thorpe said. "It was all highly distorted, and full of half-truths and quarter-truths." Mr. Thorpe was in the process of writing a rebuttal when Mr. Driedziec read out parts of the letter during an in camera session of the university's senate. He also sent it to all signatories of the petition.

Next came the denial of the conferral of *emeritus* status by the executive committee of the board of regents. The senate passed another motion insisting that the board grant the honour or give a full justification of why not.

But the full board met and supported its executive committee's decision.

The Mount Allison Faculty Association has referred the case to the academic freedom and tenure committee of the Canadian Association of University Teachers.

Mr. Driedziec's letter offered seven reasons why Mr. Thorpe was not hired to teach the summer course.

One was that Mr. Thorpe had had strained relations with the English department, a fact he does not deny. However, all tenured members of the department signed the petition on his behalf.

"In any case, any problems Michael may have had in the department or with the administration have nothing to do with his intelligence or his quality as a teacher, both of which are exceptional," said Arthur Motyer, *professor emeritus* of English.

Mr. Driedziec alludes to an article Mr. Thorpe wrote which Mr. Driedziec calls "insulting" to the senate. Mr. Thorpe points out that the senate is clearly in his corner now and that the article was fair comment for an academic.

Mr. Driedziec says Mr. Thorpe was "dishonest" during the 1992 staff strike at Mount Allison. He claims Mr. Thorpe wrote a letter saying he would not go on strike and should receive his salary, and then joined his colleagues at the barricades. Mr. Thorpe says he only indicated he wasn't on strike before the strike began, and his par-

ticipation in the strike was far too public to be considered any kind of covert action.

Two of the allegations against Mr. Thorpe involve "harassment of female students." In one case, the student denies that there was any harassment, Mr. Thorpe says.

In the other case, he was part of a group of 50 striking professors who were inviting students to join them in the picket line. One female student took that as harassment.

In a final case, Mr. Driedziec refers to a complaint from a female student about Mr. Thorpe's writing a common word for the female pudendum on the chalkboard. Mr. Thorpe replies that the word had to be supplied to explain an obscure reference in an 18th century poem. He had done so at least 50 times before, he said, never receiving a complaint.

Christine Storm, a professor of developmental psychology, said that the references to "harassment" cheapen the word. "That word clearly has a sexual connotation that has no application whatever in this case. Mr. Thorpe, one of our most distinguished professors, is clearly being singled out for punishment because of past criticisms of the administration."

Elmer Tory, *professor emeritus* of mathematics, said, "There is absolutely an injustice being done in this case."

He said Mr. Thorpe, a former holder of the Joseph Allison Chair, is "one of our most creative professors, a superb teacher, a prolific scholar, and a stronger candidate for *professor emeritus* than many of those who already hold the honour."

Mr. Newbould said he could not comment in any detail on the controversy.

"We don't discuss personnel matters in the press," he said. "But there are a host of reasons that I cannot discuss."

Mr. Newbould was willing to say that the university has been discouraged from hiring people who, like Mr. Thorpe, are on a tax-free retirement allowance. ■

This article first appeared in the May 18, 1998 edition of *The Ottawa Citizen*.

New Money in the B.C. Budget

FROM PAGE 1

dent spaces, and a cut to university budgets last year. "We hope that this announcement signals the government's intention to make further restitution in future budgets," he said.

Petter noted that over the past five years, B.C. government spending on post-secondary education and training has increased by about 20 per cent — primarily due to funded enrolment increases in the colleges and institutes — while spending elsewhere in the country has dropped.

B.C. universities are to create 900 new undergraduate student spaces, 350 of which are to be in fields of study related to information technology.

The government emphasis on information technology arises from the Ministers' Summit on Software Industry Skills Shortages held in July 1997 and coincides with a recent government announcement that some government data processing services will be taken over by IBM Canada. These and other measures are part of an economic development strategy designed to attract high-tech industries to the province.

This strategy also includes the announcement on May 11 that B.C. will establish a six-year, \$100-million B.C. Knowledge Development Fund (KDF) to finance up to 40 per cent of the costs of the research infrastructure at B.C. post-secondary institutions, hospitals and affiliated non profit research agencies.

The fund is intended to provide the provincial contribution to projects financed by the Canada Foundation for Innovation (CFI). Projects not receiving approval (or otherwise not eligible) for CFI funding will still be considered for KDF funding if private money can be secured to make up the balance of the cost.

"With this announcement, British Columbia has moved well ahead of Alberta and Ontario," said CUFA/BC president Tony Sheppard. "Those provinces made large cuts to funding for universities and then restored some of it through their programs equivalent to the Knowledge Development Fund. This new money responds to requests from our organization and from the university presidents for the means to build upon our research successes and to stem the brain

drain of researchers from the province in highly competitive fields."

Early in March, B.C. Premier Glen Clark and Petter also announced that the two-year freeze on tuition fees would be extended for a third year. Tuition and ancillary fees for domestic undergraduate and graduate students will stay fixed at 1996/97 levels in 1998/99 — about \$1,970 a year for the average university undergraduate student.

The freeze does not apply to fees for international students. Clark initially froze tuition for two years in 1996 during the provincial election campaign.

Faculty and students applauded the continuation of the freeze. "Freezing tuition is one important aspect of a strategy to make education affordable for British Columbians," said Ed Lavalle, president of the College Institute Educators' Association of B.C.

Average B.C. undergraduate tuition fees are about \$900 below the national average — the second lowest in the country. Quebec has the lowest at \$1,670 (although out-of-province students pay \$2,900), and Nova Scotia has the national high of \$3,750 a year. ■

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Highlights of the 44th Council Meeting

- Carried: Annual fees for retired members to be increased to \$25.
- Adopted: Policy Statement on Early Review of an Academic Administrator's Performance.
- Adopted: Policy Statement on Use of Anonymous Student Questionnaires.
- Approved: Model Clause on Privacy and Security of Personal and Professional Communication.
- Approved: Model Clause on Choice of Teaching Materials.
- Approved: Model Clause on Status of Electronic Journals.
- Approved: Model Clause on Special Courses.
- Adopted: Information Paper on Early Retirement Incentive Plans.
- Adopted: Information Paper on Suspension and Progressive Discipline of Academic Staff.
- Tabled for First Reading: Information Paper on Guidelines for Decision-making within the Association during the Collective Bargaining Period.

Council Resolution — Royal Roads University

THAT Council direct the Executive to work with CUFA/BC and CMCFA to examine the current administration and management of Royal Roads University with specific reference to the lack of tenure and to appropriate academic standards.

Council Resolution — Tri-Council Statement

THAT authority be given to the Executive Committee to take action on the Tri-Council Statement on Ethical Conduct for Research Involving Human Subjects,

THAT the final language should be reviewed by CAUT legal staff, and

THAT a model clause should be drawn up by CAUT for negotiation in collective agreements to outline appropriate practice.

CAUT Defence Fund Report

TRUSTEES OF THE FUND HAVE been called on a total of three times already in 1998 to consider requests for strike benefits.

On Feb. 9 the board approved strike benefits, a line of credit and an additional loan for the Acadia University Faculty Association. The strong strike mandate the members had given to their executive, an administration that did finally agree to move from previous positions and patient negotiation finally led to a settlement in that case.

On March 16 the trustees approved strike benefits, a loan to cover insured benefits and a \$1-million line of credit for the Dalhousie Faculty Association.

On March 26 (one day after the start of the Dalhousie strike) the trustees again met and considered the situation at the University of Winnipeg. They approved payment of strike benefits, a loan to cover benefits and a \$300,000 line of credit for strike support. After lengthy negotiations with help of a mediator the University of Winnipeg Faculty Association reached a tentative agreement on March 29.

In all three cases the trustees also authorized further support in the form of solidarity visits by academic staff from defence fund member associations in case of strike action. During the Dalhousie strike academic staff from Halifax and other Nova Scotia universities joined Dalhousie Faculty Association members on their picket lines from the first day of the strike. A National Solidarity Day with participation by at least 14 faculty associations organized by Defence Fund Trustee Denise Nevo of Mount Saint Vincent University was scheduled for April 3. The tentative agreement resulted in the cancellation of this action, but the enthusiasm of union members from many universities indicates clearly that the DFA was not alone in its struggle.

It would be reassuring to suppose that administrations have begun to learn that there is nothing to be gained and much to be lost by forcing academic staff into the undesired resort to strike action. There is no evidence for this supposition. Therefore the continued and growing financial strength of the CAUT

Defence Fund is the best guarantee that faculty associations in Canada will be able to come to the bargaining table with confidence. The economic power of university employers has an important counterbalance. Indeed, since the end of last May the assets of the defence fund have grown from \$8,376,000 to a current \$9,175,000.

During the past year it has become possible to reliably carry out more of the routine business and information handling within the defence fund by electronic means. This is already resulting in savings for members and will develop further in the future. And an invitation is extended to visit the new web site of the defence fund at www.defencefund.ca. As well as providing basic information about the fund, the site will provide a permanent record of the web sites created by faculty associations during their strikes. Such sites, most recently in the Dalhousie strike, have already provided invaluable support to the task of communicating faculty association news and positions to students, other faculty and to the general public. ■

Vote Ends TechBC Boycott

ON THE RECOMMENDATION of the CAUT Executive Committee, CAUT Council has voted to rescind the boycott on the Technical University of British Columbia. The official lifting of the boycott follows extensive negotiations between officials of Canada's newest university and representatives from CAUT and CUFA/BC. A tentative agreement had been reached between the parties in early March, but lifting of the boycott required ratification by CAUT Council.

Despite the lifting of the boycott, council delegates, representing

faculty associations and unions across Canada, remained somewhat concerned about the agreement and subsequently passed another resolution which instructed the executive committee to maintain a watching brief on TechBC to ensure that the agreement is fully implemented.

The negotiated agreement focused on four major areas of concern to CAUT — academic governance of the institution, academic freedom, tenure, and employee bargaining rights. TechBC has agreed to the establishment of an academic planning board, has agreed

to a statement on academic freedom, has adopted human resources policy development pertaining to faculty which includes continuing appointments, and has recognized the rights of its employees to decide for themselves what form of collective bargaining they would prefer to adopt.

Council recognized the work of former CAUT President Bill Bruneau, CUFA/BC Executive Director Robert Clift and CUFA/BC President Tony Sheppard for the time and effort they invested in this important agreement. ■

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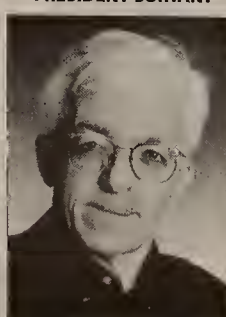
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Fin du boycott de la TechBC

LE CONSEIL A VOTÉ EN FAVEUR de l'annulation du boycott de la Technical University of British Columbia à la recommandation du Comité de direction de l'ACPPU. La fin officielle du boycott survient après d'intenses négociations entre les dirigeants de la plus jeune université du Canada et des représentants de l'ACPPU et de la CUFA/BC. Les parties ont conclu une entente de principe au début de mars mais le Conseil de l'ACPPU devait entériner l'annulation du boycott.

Malgré la fin du boycott, les délégués au Conseil, représentant

des associations et des syndicats de professeurs de tout le Canada, sont toutefois demeurés quelque peu préoccupés par l'entente. Ils ont ensuite adopté une autre résolution chargeant le Comité de direction de continuer à surveiller la TechBC pour s'assurer que l'entente est entièrement mise en oeuvre.

L'entente négociée met l'accent sur quatre questions préoccupant principalement l'ACPPU : la direction de l'établissement, la liberté universitaire, la permanence et les droits de négociation des employés. La TechBC a accepté de créer un conseil de planification de l'ensei-

gnement, a consenti à un énoncé sur la permanence, s'est engagée à élaborer une politique des ressources humaines pour les professeurs qui comprend les nominations continues et a reconnu à ses employés le droit de décider eux-mêmes le genre de négociation collective qu'ils préfèrent adopter.

Le Conseil a reconnu le travail du président sortant de l'ACPPU, Bill Bruneau, du directeur général de la CUFA-BC, Robert Clift, et du président de la CUFA-BC, Tony Sheppard, pour le temps et les efforts qu'ils ont consacrés à cette entente importante. ■

Faits saillants de la 44^e assemblée du Conseil

- Adoption d'une hausse de 25 \$ de la cotisation des membres à la retraite.
- Adoption de l'Énoncé de principes sur l'évaluation anticipée du rendement d'un administrateur universitaire.
- Adoption de l'Énoncé de principes sur l'évaluation anonyme de l'enseignement par les étudiants.
- Approbation de la Clause modèle sur la confidentialité et la sécurité des communications personnelles et professionnelles.
- Approbation de la Clause modèle sur le choix du matériel didactique.
- Approbation de la Clause modèle sur le statut des revues savantes électroniques.
- Approbation de la Clause modèle sur les cours spéciaux.
- Adoption du Document d'information sur les programmes d'encouragement à la retraite anticipée.
- Adoption du Document d'information sur les suspensions et les mesures disciplinaires progressives imposées au personnel universitaire.

Résolution du Conseil — Université Royal Roads

QUE le Conseil charge le Comité de direction de collaborer avec la CUFA-BC et la CMCFA afin d'examiner l'administration actuelle de l'Université Royal Roads, particulièrement en ce qui a trait à l'absence de permanence et de normes universitaires suffisantes.

Résolution du Conseil — Le code d'éthique

QUE le Comité de direction ait le pouvoir de prendre des mesures au sujet de la déclaration des trois conseils subventionnaires sur le code d'éthique de la recherche avec des êtres humains, que le personnel juridique de l'ACPPU revioie le texte final et qu'une clause modèle soit élaborée par l'ACPPU à des fins de négociation dans les conventions collectives en vue de l'établissement d'une pratique appropriée.

Rapport de la Caisse de défense

À TROIS REPRISES DÉJÀ EN 1998, on a demandé aux administrateurs de la Caisse d'étudier des demandes d'indemnités de grève.

Le 9 février, le conseil d'administration a approuvé des indemnités de grève, une marge de crédit et un prêt additionnel pour l'association des professeurs de l'Université Acadia. Le solide mandat de grève que les membres avaient donné à leur exécutif, une administration qui a fini par accepter de modifier sa position et de patientes négociations ont finalement conduit à une entente.

Le 16 mars, les administrateurs ont approuvé des indemnités de grève, un prêt pour payer des avantages assurés et une marge de crédit de 1 million de dollars pour l'association des professeurs de Dalhousie.

Le 26 mars, soit une journée après le début de la grève des professeurs, les administrateurs se sont réunis de nouveau pour discuter de la situation à l'Université de Winnipeg. Ils ont approuvé le versement d'indemnités de grève, un prêt pour payer les avantages sociaux et une marge de crédit de 300 000 \$ en

vue d'une grève. Le 29 mars, après de longues négociations où l'on a eu recours à un médiateur, l'association a conclu une entente de principe.

Dans les trois cas, les administrateurs ont autorisé un appui supplémentaire de la part des associations membres de la Caisse de défense. En guise de solidarité, des représentants on en effert rendu visite aux professeurs en grève. Pendant la grève des professeurs de Dalhousie, des universitaires de Halifax et d'autres universités de Nouvelle-Écosse se sont joints aux grévistes dès la première journée. Une administratrice de la Caisse de défense, Denise Nevo, de l'Université Mount St. Vincent, a organisé une journée nationale de solidarité prévue le 3 avril à laquelle devaient participer 14 associations de professeurs. La conclusion de l'entente de principe a entraîné l'annulation de cette journée. Toutefois, l'enthousiasme de membres syndiqués de nombreuses universités a clairement montré que les professeurs de Dalhousie n'étaient pas seuls à se battre.

Il serait rassurant de supposer que les administrations ont com-

mencé à apprendre qu'elles n'ont rien à gagner et tout à perdre en poussant les universitaires à recourir à la grève alors qu'ils ne le souhaitent pas. Malheureusement, rien ne peut prouver cette supposition. La force financière de la Caisse, qui continue de s'accroître, constitue la meilleure assurance pour les associations de professeurs d'université du Canada. Elles peuvent ainsi se présenter à la table de négociation en toute confiance. La Caisse fait donc contre-poids au pouvoir économique des universités-employeurs. De fait, depuis la fin de mai dernier, les actifs de la Caisse sont passés de 8 376 000 \$ à 9 175 000 \$.

Nous invitons les membres à visiter le nouveau site W3 de la Caisse de défense à l'adresse www.defencefund.ca. Le site fera en outre état des sites W3 créés par les associations de professeurs pendant leur grève. Ces sites ont soutenu de manière inestimable la communication aux étudiants, aux autres professeurs et au public des faits nouveaux et de la position des associations. ■

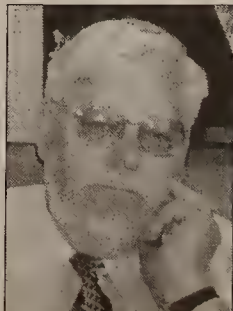
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Canada's Killer Fees

BY PETER SHAWN TAYLOR

IN 1991 ONTARIO PREMIER BOB Rae had a mess of problems. The bottom had dropped out of the provincial economy and revenues were disappearing faster than people who admitted to voting NDP. To complicate matters, a cranky electorate wasn't about to swallow any large tax increases. But necessity is the mother of revenue generation, and over the next two years a variety of new charges, fees, fines, and other cash crops began to sprout.

Photo radar was one of the more controversial, and ill-fated, ideas; casino gambling one of the more resilient. An annual fifty-dollar "special filing" fee was introduced for all corporations in the province, later dispensed with when the Progressive Conservatives took over. And among a variety of changes to user fees in the court system, the cost of probating a will in Ontario tripled. The new fee was 0.5 per cent of the first \$50,000 of an estate and 1.5 per cent on the remainder, no maximum.

So when Marie Eurig's husband, Donald, died in October, 1992, leaving behind a farm and estate worth \$414,000, the widow from Southern Ontario's Mount Forest area owed the government a probate fee of \$5,710. For that price Eurig received a certificate stating that her husband's will was valid. Was this good value for the money? That's the question her clever country lawyer, Peter Fallis of Durham, Ontario, is taking all the way to the Supreme Court this spring, with a decision expected a month or two later. It's a case every Canadian should be watching very closely.

Across the country user fees have become a convenient, and rather addictive, source of new cash for all governments. From airports and li-

braries to water-usage charges, services that were once paid for out of general taxes now carry user fees. They constitute the fastest-growing source of income for municipal governments, having doubled as a percentage of total revenue between 1971 and 1994. At the provincial level, average user fees amounted to \$529 per person in 1997, up twenty-three per cent from 1993. The federal government earned \$3.8-billion in 1995/96 from the 300-odd user fees it reports on, which doesn't include all fees.

A recent academic study by Richard Bird, a University of Toronto economist, estimates that user fees now account for 6.1 per cent of total government (federal, provincial, and local) revenue in Canada. The consulting firm Informetrica casts a wider and looser net in defining user fees and calculates they constitute 12.5 per cent of total government income, or \$22-billion annually — more than Ottawa earns each year from the GST.

You aren't likely to see a crowd of the nearly dead and newly grieving marching on the legislature protesting probate fees. User fees appeal to politicians for this very reason — each new fee is typically levied on a small minority of taxpayers, minimizing the outcry. And in most cases, there is no alternative to paying a user fee because government has a monopoly on the service. Anything the government directly charges its citizens for can be considered a user fee, including things such as registering your car. But Peter Fallis argues government's obsession with fees has gone too far. He maintains that fees are turning into an alternative source of tax revenue. So the \$5,710 probate fee charged to Marie Eurig, accord-

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When Research Ethics & the Law Conflict

BY JOHN LOWMAN & TED PALYS

RUSSEL OGDEN, A GRADUATE student in criminology at Simon Fraser University, was subpoenaed in 1994 to appear before Vancouver Coroner's Court to ascertain whether he could throw light on the cause of death of "Jane Doe." The Coroner thought that Jane might have participated in Ogden's thesis research on assisted suicide and euthanasia in the AIDS community. As far as we know, Ogden is the only Canadian researcher to have been asked by a court to divulge confidential information.

Because Ogden had promised absolute confidentiality to his research participants, he refused to divulge confidential information and was promptly charged with contempt of court. In his defence, Ogden successfully argued his communications passed the *Wigmore* test, which lays out the criteria required to establish "a privilege against disclosure of communications between persons standing in a given relation."

This article alerts Canadian researchers to the issues raised by the Ogden case and hoists a red flag over regimes of "limited confidentiality," such as that the SFU Ethics Committee imposed on researchers in the wake of the Ogden subpoena. It also raises issues that will assuredly come to the fore when Canadian universities respond to the Tri-Council's final recommendations.

Limited Confidentiality

When Ogden was subpoenaed, no one from the SFU administration or ethics committee appeared in court to assert the importance of confidentiality to the research enterprise or defend the ethics committee's decision to allow Ogden to guarantee "absolute confidentiality" to his research participants.

And instead of waiting for the Coroner's decision, the ethics committee, then under the chairmanship of the vice president research, set about changing the way ethics applications are processed. At its meeting of Sept. 9, 1994, the committee reviewed issues related to research where participants are asked to disclose information involving illegal activity. Under the heading, "limited confidentiality issues," the minutes report that:

"The question was raised as to what the ethics committee can do in such cases to protect the interests of subjects, the researcher and the University.... (1) It was agreed that causing the researcher to provide limited confidentiality in appropriate cases would protect the subjects, the University and the researchers" (emphasis added).

"Appropriate cases" became defined operationally as those where researchers respond positively to the ethics review screening ques-

tion, "Does information to be obtained from subjects include information on activities that are or may be in violation of criminal or civil law?" Researchers who said "yes" were required to add the following, or a variant thereof, to their informed consent statement:

"Any information that is obtained during this study will be kept confidential to the full extent permitted by law.... However, it is possible that, as a result of legal action, the researcher may be required to divulge information obtained in the course of this research to a court or other legal body."

Although members of the committee have asserted that, in theory, there are times when researchers of conscience might ethically refuse to testify, in practice the committee provided no mechanism for researchers to do this. Indeed, it made this impossible, apparently because the committee believed that research ethics should be subservient to law. As one member was quoted in the *Simon Fraser News* as saying, "As a public institution it would be morally and ethically wrong to assume that our research activities are above the law of the land."

We find this particular spin highly misleading — researchers who subject themselves to court procedures and possible imprisonment are hardly "above the law." More importantly, we are troubled by the implication that, if ordered by a court to do so, researchers should be expected to divulge confidential information.

Although the committee has argued these informed consent requirements represent merely a "procedural" change, we suggest that "causing the researcher to provide limited confidentiality" is tantamount to making a substantive change to our ethics policy without the approval of the university senate. The current policy does not impose any *a priori* limitation on confidentiality. Worse, the imposition of limited confidentiality represents an assault on academic freedom and abdicates the university's responsibilities under its own policies to "encourage the highest ethical standards" and "endeavour to provide a working and learning environment that is supportive of scholarship and research."

The Wigmore Test

SFU's ethics policy asserts that, "the primary ethical concerns respecting research on subjects relate to: informed consent; deception; privacy; confidentiality; and, anonymity." Heeding only the first of these, the ethics committee argued that informed consent requires prospective participants be told that a researcher might be required to divulge information. Although this is ostensibly designed to protect participants' right to informed con-

sent, we believe the committee traded away participants' right to confidentiality by undermining their only legal protection, the so-called "Wigmore test."

The *Wigmore* test consists of four criteria to determine, on a case-by-case basis, whether a communication is privileged:

- the communications must originate in the confidence that they will not be disclosed;
- this element of confidentiality must be essential to the full and satisfactory maintenance of the relation between the parties;
- the relation must be one which in the opinion of the community ought to be sedulously fostered; and
- the injury that would inure to the relation by the disclosure of the communications must be greater than the benefit thereby gained for the correct disposal of litigation.

The legal commentary¹ we have seen indicates there must be clear evidence on each criterion in order for communications to be privileged. By requiring researchers to tell research participants that a researcher "may be required to divulge information... to a court or other legal body," the *raison d'être* of the *Wigmore* test is missing. By denying researchers the opportunity to make unqualified guarantees of confidentiality, the ethics committee actually exposes participants to harm.

Also, the committee's actions may undermine the second *Wigmore* criterion. If a university will so easily give away participants' rights to confidentiality, how important can confidentiality be to the researcher-participant relationship? To the extent that the SFU regime of limited confidentiality could be used as evidence that confidentiality is *not* essential to that relationship, the ethics committee has endangered research participants at other universities as well.

See CONFLICT... Page 7

Ogden Sues SFU

In 1996 Ogden sued the university to recover the legal bills he incurred in Coroner's Court. The university's defence included appropriating an undertaking Ogden made to the ethics committee to take, "full responsibility for any decision I make with the respect to the sharing of information," seizing the words "full responsibility," and arguing that it constituted a waiver of liability. To sustain this argument, the university successfully excluded from evidence, on procedural grounds, an affidavit from a member of the 1992 committee in which he denied Ogden's undertaking was a waiver of liability, and asserted the extraction of such a waiver would have been an abuse of the committee's power.

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When Research Ethics & the Law Conflict

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Whether the university's waiver argument and the other arguments it presented will be successful remains to be seen, as the judge has not yet issued a decision. Whatever the outcome, the court's jurisdiction is limited to contractual issues and cannot resolve questions about the university's ethical responsibilities to researchers and research participants.

Although the ethics committee insists that the rationale underlying limited confidentiality concerns prospective participants' rights to informed consent, the committee meeting minutes of Sept. 9, 1994 justify limited confidentiality not just in terms of the committee's mandate to protect research participants, but *protecting the university*, too. However, according to the policy, its sole purpose is to "protect the rights and interests of the subjects in the conduct of research."

The contamination of the ethics approval process by extra-ethical criteria has proven particularly problematic at SFU because, until recently, the vice president research also chaired the ethics committee. Under SFU's ethics policy, the chair is empowered to make decisions without consulting the committee, which is exactly what the office of the vice president research did with the overwhelming majority of ethics applications.

In one case we have had access to, liability considerations appear to have loomed large in the outcome of the decision. This reaffirms the wisdom of the Tri-Council Working Group's 1997 draft recommendation that, in order to ensure that only ethics criteria govern the ethics approval process,

there be a clear division between ethics approval and administrative decision-making. The vice president research recently resigned as chair of the committee in recognition of the institutional conflict. Unfortunately, the appearance of conflict remains, as under the current policy the vice president research still appoints the committee and hears appeals of its decisions.

What is at Stake?

The researcher-participant relationship is unique to the extent we have little to offer participants beyond our interest and understanding, and the opportunity we provide for their voices to be heard. Sometimes participants risk their liberty by trusting our word. *A priori* limitation of confidentiality alters the research landscape in a way that exposes research participants to harm and infringes academic freedom. Limiting our allegiance and willingness to protect our charges is anathema to the research mission and, in certain circumstances, would make the researcher little more than an agent of the state.

Maintaining the core traditions of the university requires the courage of our convictions. The reign of limited confidentiality at SFU reveals an institution prioritizing liability management over ethics, and leaving researchers to twist in the wind when they take seriously their responsibility to protect research participants from harm. We believe it is not only morally wrong for the university to foist this responsibility entirely onto researchers in the way that it did to Russel Ogden, but also abrogates its obligation to create an environment in which researchers

can collect and publicly disseminate information about all aspects of society.

The SFU Ethics Task Force

SFU's new president, Jack Blaney, has brought several elements to the presidency that make us optimistic. First, he has acted on his commitment to open governance. The positive experience of the Harassment Policy Task Force (see "The Real Story of Harassment at SFU," *Bulletin*, May 1998) is due in no small part to the inclusiveness and openness of its proceedings.

Second, he has set up a two-person panel to review the Ogden case, and the university's decision to cut Ogden adrift when he was subpoenaed.

Third, President Blaney has decided to establish a Research Ethics Policy Revision Task Force to begin the process of overhauling our ethics policy, and to consider the Tri-Council recommendations. The task force mandate is expected to include scrutiny of how the policy has been administered in the past, including the reign of limited confidentiality. For this reason researchers should pay close attention to the SFU task force recommendations, especially as Canadian universities prepare to grapple with the Tri-Council's policy statement on ethics. ■

(John Lowman and Ted Palys are with the Department of Criminology at Simon Fraser University.)

I. B. Daisley "Clear evidence needed to invoke Wigmore rules," *The Lawyer's Weekly*, 9 December 1994, p.28; R. v. Grunke 67 C.C.C. (3d) 1991; M. Marshall, "When is a secret not a secret?" 1992, <http://www.coakdukco.com/newsletters/issue6-1992/secret.htm>.

Hausse de crédits en C.-B.

SUITE DE LA PAGE 1

formation découle du sommet des ministres sur la pénurie de main d'œuvre spécialisée dans l'industrie du logiciel, tenu en 1997. Le gouvernement a de plus annoncé récemment que certains services gouvernementaux de traitement des données seraient cédés à IBM Canada. Ces initiatives et d'autres mesures s'inscrivent dans une stratégie de développement économique visant à attirer dans la province des industries de technologie de pointe.

Dans le cadre de cette stratégie, soulignons l'annonce, le 11 mai dernier, de la création d'un «Fonds de développement des connaissances pour la Colombie-Britannique» (B.C. Knowledge Development Fund) de 100 millions de dollars. D'une durée de six ans, le

Fonds aidera à assumer jusqu'à 40 p. 100 du coût des infrastructures de recherches des établissements d'enseignement postsecondaire, des hôpitaux et des organismes non affiliés de recherche à but non lucratif.

Le Fonds constitue la part provinciale des projets subventionnés par la Fondation canadienne pour l'innovation. Les projets qui ne seront pas approuvés pour la Fondation ou qui n'y seront pas admissibles pourront quand même être soumis au Fonds si des crédits du secteur privé peuvent être obtenus en contrepartie.

«Grâce à cette annonce, la Colombie-Britannique est en avance sur l'Alberta et l'Ontario», a déclaré le président de la CUFA/BC, Tony Sheppard. Ces provinces ont sabré dans le financement des universités puis l'ont rétabli en partie

au moyen de programmes équivalents au Fonds de développement des connaissances. Cette injection de nouveaux fonds répond aux demandes de notre association et des recteurs d'universités pour avoir les moyens d'exploiter nos réussites en recherches et de stopper l'exode de nos chercheurs dans des secteurs très compétitifs.»

En outre, au début de mars, le premier ministre Glen Clark et M. Petter ont annoncé que le gel de deux ans des frais de scolarité serait prolongé une troisième année. Par conséquent, en 1998-1999, les frais de scolarité et les frais accessoires pour les étudiants de la province au 1^{er} cycle et aux cycles supérieurs demeureront aux taux de 1996-1997, soit à environ 1 970 \$ par année pour l'étudiant moyen du 1^{er} cycle. ■

AWARDS OF MERIT

Killam Prizes

The \$50,000 Killam Prizes, inaugurated in 1981, are financed through funds donated to the Canada Council for the Arts by Mrs. Dorothy J. Killam before her death, in memory of her husband, Izark Walton Killam. The prizes were created to honour eminent Canadian scholars and scientists actively engaged in research, whether in industry, government agencies or universities. They are not related to a particular accomplishment, but are given in recognition of distinguished lifetime achievement and outstanding contribution to the advancement of knowledge in the fields of the natural sciences, health sciences and engineering. Scientists may not apply for the prizes, but must be nominated by specialists in the field. In 1998, Fernand Labrie, Professor at Université Laval and Director of the Université Laval hospital research centre (CHUL), is the winner of the Killam Prize for the Health Sciences; Martha Salcedo, Professor and holder of the Weyerhaeuser Industrial Research Chair in Computational Fluid Dynamics, at the University of British Columbia, is the winner of the Killam Prize for Engineering; and Juan C. (Tito) Scaino, Professor at University of Ottawa, is the winner of the Killam Prize for Natural Sciences.

OCUFA Awards

The recipients of the 1997 awards for teaching and librarianship at the post-secondary level in Ontario have been chosen. Presented annually by the Ontario Confederation of University Faculty Associations (OCUFA) the awards honour professors and academic librarians who have demonstrated outstanding performance in their profession.

The winners of the 1997 Teaching Awards are: Rebecca Coulter (Education, Western Ontario) Bernard Katz (Philosophy, Toronto) Martha Keniston Laurence (Social Work, Wilfrid Laurier) Scott Mabury (Chemistry, Toronto) Lorna MacDonald (Music, Toronto) Jorge Nef (Political Science, Guelph) Morris Orzech (Mathematics & Statistics, Queen's) P.K. Rangachari (Medicine, McMaster)

The winner of the 1997 Academic Librarianship Award is: Ashley Thomson (J.N. Desmarais Library, Laurentian)

CSSHE Research Award

The CSSHE Research Award was created to honour excellence in research on higher education. One award winner is chosen annually by a committee of leading researchers who receive nominations from the scholarly community. Sandra Acker, Professor in the Department of Sociology and Equity Studies at the Ontario Institute for Studies in Education, University of Toronto, has been named the recipient of the 1998 CSSHE Research Award.

Emil Gumpert Award

The Dalhousie Law School is the first in Canada to win the Emil Gumpert Award from the American College of Trial Lawyers. The Emil Gumpert Award is named in memory of a distinguished California judge and trial counsel and has been presented annually since 1976. This prestigious award recognizes law school excellence in trial advocacy training and teaching. Recipients include Harvard, Yale, UCLA, Northwestern and New York University.

Nicole Raymond Award

Dr. Claude Dionne (Marketing, Moncton) and currently acting executive director of CAUT is the recipient of the 1998 Nicole Raymond Award sponsored by the Federation of New Brunswick Faculty Associations. The award is given in recognition of a distinguished contribution to the advancement of post-secondary education.

Killer Fees — Now It's Even Too Expensive to Die

FROM PAGE 6

ing to Fallis, actually violates one of the most basic precepts of democracy — no taxation without representation.

It's a principle with deep roots in Western democratic tradition. In ancient Athens, a quorum of 6,000 citizens was required to approve any new tax. This concept surfaced again in thirteenth-century England when King John's barons objected to his incessant tax increases to fund overseas wars. The result was the Magna Carta, signed at Runnymede in 1215. The principle that taxes could not be unilaterally imposed but required the approval of a parliament was eventually codified into law with the English Bill of Rights of 1689. Suffice it to say, this was lost on John's eventual successor, King George III, when the American colonists objected to a variety of new taxes on stamps and tea.

In Canada, sections 53 and 54 of the British North America Act state that taxes require debate among elected representatives and a vote in the Legislature. If Fallis can convince the Supreme court that Ontario's probate fee is a tax, then it is an illegitimate one because it never received proper legislative debate or approval. Instead, like countless other often unavoidable user charges across the country, it sprang from behind the closed doors of Cabinet.

Everybody dies and therefore everybody's will eventually needs to be probated, so it's mighty hard to avoid the fees. Only very few estates can be wound up without probate. Then there's the fact that the fee charged bears no relationship to the work performed. A court clerk is simply required to establish that a will is valid and no other will is already registered, which then authorizes the executor to deal with the assets. "In total time, including a coffee break along the way, probating a will should take under one hour of work," says Fallis. "The work involved is no different than registering your car." Yet a \$5-million estate will pay approximately \$75,000 in probate fees. A \$100,000 estate owes just \$1,000. The service performed in each case is identical. (Quebec, on the other hand, charges a flat fee of forty-five dollars to probate a will.)

Ontario's probate fee certainly looks as if it was designed to raise general revenue for provincial coffers, which is what a tax does. And people have reacted to the fee as if it were a tax — by avoiding it. Although probate fees tripled, income from probate fees only doubled as lawyers and financial planners worked out various ways to dodge them, including giving assets away before death. Still, probate fees are so lucrative that when Fallis lost Eurig's case in the Ontario Court of Appeal last year, B.C. immediately reacted by raising its probate fee to 1.4 per cent of any estate.

The ascent of user fees suggests that we are witnessing another dramatic shift in the nature of Canadian taxation. At Confederation, tariffs constituted two-thirds of federal-government revenue because imports were easy to tax. Over the course of two World Wars, income and sales taxes became the favoured means of raising government revenue. It was simpler and more lucrative to carve off a slice of a worker's paycheck than it was to charge customs duties.

When it comes to new user fees, Citizenship and Immigration appears to be the hardest-working federal department. It achieved a 166 per cent increase in fees charged from 1994/95 to 1995/96. This includes higher prices for residence and single visa applications and a flat \$975 fee for every immigrant and refugee. Over at the National Parole Board, there is now a pardon-application fee. Foreign Affairs levies some consular service fees on Canadians travelling abroad who visit embassies and consulates for non-emergency assistance, bringing in \$15-million a year. A capital-improvement fee ranging from five to fifteen dollars is charged to every passenger taking off from the Vancouver, Edmonton, Calgary, and Montreal airports. Toll roads have appeared in B.C., Ontario, and Nova Scotia. And more fees await. The Coast Guard is now planning to introduce an operating-licence fee for most motorized watercraft. A more ambitious proposal to license operators of practically everything that floats, from sailboats and canoes, has been shelved for now.

Fees at the federal and provincial levels receive a lot of attention, but it's local governments that seem to be the most dependent users. Twenty years ago, most water and sewer expenses were covered out of property taxes. Arenas and swimming pools were heavily subsidized, too. Today deficit pressures have caused Ottawa to cut its grants to the provinces. In turn, the provinces are cutting grants to municipalities. With no-one below to dump on, and a public increasingly grumpy about property-tax increases, municipalities have turned to user fees to make ends meet.

In Ontario, municipalities were recently given expanded powers to raise revenues from their citizens and new fees are appearing almost daily. For example, the septic-tank-inspection fee for homes in many rural municipalities was recently raised to \$450 from \$100. Cities from Trenton, Ontario, to Victoria, B.C., charge a pet-bag fee for garbage pick-up. Edmonton charges a library-card fee. In some provinces, several fire departments now levy fees when their firetrucks respond to an accident involving non-residents. For instance, if you don't live in Nepean, Ontario, but you crash your car on a local road there, your

insurance company will be billed \$300 for the first hour, plus \$120 for every subsequent half-hour, per fire-truck on the scene. Since these flat fees are levied regardless of a person's income, many complain that such a system is actually a regressive form of taxation that hits lower- and middle-income Canadians harder than wealthier Canadians.

Governments and economists typically argue that user fees make sense for reasons of efficiency and fairness. "Whenever possible and desirable, public services should be charged for rather than given away," says U of T's Richard Bird. The theory is that user fees require people who actually use a government service to pay for it. Taxpayers who don't need a will probated or don't drive a car aren't forced to pay for services they don't use. If citizens are paying for each service they do use, they tend to think more like consumers and worry about whether they're getting value for their money. Likewise, government bureaucracies start to think more like businesses when they charge fees. The results should be a more attentive citizenry and more responsive public sector. But in practice, critics complain, it's just a new way to fleece hapless citizens. After all, with no apparent alternatives, a citizen can't really behave like a consumer, and with no competition, bureaucracies don't have the same impetus as businesses for making their services more efficient and effective.

Consider the battle over airport fees. In the past, the costs of running an airport were largely paid for out of the federal government's general tax revenue. Now, Ottawa is privatizing organizations such as Nav Canada, the civil air-navigation authority, and leasing airports to local authorities, who then charge higher landing and terminal fees to the airlines as well as making passengers pay the capital-improvement fees. In addition, Ottawa is withdrawing RCMP protection from most airports, forcing airport authorities to hire local police at an estimated cost of \$60-million per year.

All this has the Air Transport Association of Canada, which represents airlines and smaller air operators, complaining that the federal government is lifting more than \$350-million per year out of the pockets of air travellers and airlines. Canadian Airlines recently reported that Nav Canada user fees could increase its operating costs by over \$80-million this year — an expense the airline says it will pass on to the consumer by raising ticket prices on base fares.

"When you have an input cost that is totally controlled by the government, it's a tax. User fees are an end run around raising taxes," says Brad Wright, Alberta director of the Canadian Federation of Independent Business in Edmonton. "First of all, these airports are owned by the

taxpayers," he complains. "Not only have we bought and paid for the land and buildings, but now we are paying for its administration through user fees, capital-improvement fees, and on and on. At what point does the landlord [i.e. the taxpayer] say 'Hold it, I own this already. Enough is enough.'"

As a frequent air traveller, economist Richard Bird finds considerable irony in the complaints of the air-travel industry. Sure, taxpayers built the airports, he says, but should that leave them on the hook for eternity? "I have been heavily subsidized over the years by people who have never been in a plane," he observes. "The Canadian people have put billions of dollars into the industry for the benefit of air travellers. Now they are getting some of that back. Is there something wrong with that?"

"When governments had money coming out their ears, we did lots of things for free that we should have been charged for," continues Bird. "So now if you want to start charging, people scream." In his view, Wright's complaints are simply one more example of a special-interest group that's enjoyed freebies in the past now balking at having to pay something for them.

For the theoretical fairness and efficiency arguments in favour of user fees to hold up, governments must be introducing them for the right reasons and in the right way. The federal Auditor General has complained numerous times about the need for greater accountability and scrutiny of user fees. A properly priced user fee should clearly reflect the service provided — which is hardly the case with Ontario and B.C.'s stratospheric probate fees. Then there's the issue of earmarking fees to ensure they go towards improving or maintaining the service they're levied on. Under strict earmarking, there is a much stronger link between service and price. For instance, if gasoline taxes and car-registration fees were assigned to highway maintenance, drivers would have a better idea of how their money was being spent. Also, presumably, the addition of a user fee should result in a reduction in general taxation.

So is the aim of all these new fees to improve public service and lower taxes or, as Brad Wright charges, are most fees simply a cash grab? If Ontario's experience with probate fees is any indication, the evidence seems to weigh in favour of Wright.

While Peter Fallis was preparing the Eurig case, another local lawyer unearthed a series of confidential Rae Cabinet documents describing Ontario's non-tax revenue strategy. These papers give an intriguing insight into the birth of Ontario's myriad user fees in the early 1990s.

"The severe recession in Ontario, coupled with unprecedented

demands on government services, has left the Government with a huge revenue shortfall and little manoeuvring room to increase revenues from traditional tax sources," reads one of the papers. "Non-tax revenue generation [i.e. user fees] represents an underdeveloped opportunity to help reduce the deficit in both the short and longer term."

It seems clear the Rae government did not have efficiency in mind when it developed the non-tax revenue strategy. The objective was to raise more money quickly and painlessly. Even Richard Bird admits that the reality of user fees is rather depressing. "Much of what is currently going on across Canada under the banner of user charges makes little sense," he says. "Governments are notorious for using them wrong." If one of the strongest proponents of user fees in Canada says most governments don't have a clue about their proper use, then the Supreme Court may be Canadians' last hope on the subject.

Fallis's Supreme Court case is really about the pricing and scrutiny of user fees, not their continued existence. Their advantages — both political and financial — are simply too great for these fees to disappear. But can a government charge any price it likes for services only it provides? And can it set that price without public debate? That is what the Supreme Court must answer. The best taxpayers can probably hope for is a requirement that fees be specifically linked to the costs of services, and that governments are reminded to follow proper legislative procedure when introducing what may, in effect, be new types of tax.

The rise in popularity of user fees, it should be noted, is not entirely the fault of rapacious politicians. In many ways, the angry taxpayer, as epitomized by Brad Wright, is the author of his own misfortune. Poll after poll suggests Canadians want low taxes and high-quality government services. What they are asking for is the impossible. The voter and the taxpayer — that Jekyll and Hyde of Canadian citizenry — have given governments little choice but to pile on the user fees and claim they are doing it for efficiency reasons. Like the great experiment in peacetime deficit financing during the 1970s and 1980s, we are being fooled with our own money and at our own request. Putting an end to user fees will require either higher taxes or lower levels of service. Neither seems particularly likely to happen. So you'd better be prepared. You never know when your classic-car-collecting uncle will depart, leaving you heir to a small fortune that could put you in the poorhouse. ■

This article originally appeared in the May 1998 issue of *Saturday Night magazine*.



Academic Life for University Women — No Quick Fix

Dr. Ann Brooks, Senior Lecturer in Sociology, Massey University, summarizes her research into the experience of academic life for university women in New Zealand and the United Kingdom. Her book — *Academic Women* — was published in April last year.

Academic Women

Ann Brooks, Balmoor: Open University Press, 1997; 174 pp; paper \$35.95 CA; hardcover \$119.00 CA.

IN DRAWING TOGETHER DATA for the book *Academic Women* and from evidence drawn from elsewhere it is apparent that universities remain masculinist institutions with limited and rigid career patterns for academic women. It is true that in universities in New Zealand and the UK the number of academic women is increasing. It is also true, however, that in both countries academic women are still disproportionately located at the lower levels of the appointment scales. As Ann Oakley comments in her foreword to *Academic Women*, there are strong relationships between gender and hierarchy and women academics work predominantly in low status, low-paid, temporary, part-time jobs. Recent figures produced by Massey University appear to confirm this pattern.

Academic women in New Zealand and the UK identified a number of factors as contributing to the under-representation of women in the university. These include, the attitude of academic men in senior and decision-making positions and, the attitude of academic men towards academic women more generally. Some of the attitudes identified by academic women include: the lack of support shown by (some) academic men for academic women; the difficulty (some) academic men have in taking academic women seriously; the threat that (some) academic men experience when confronted by successful, well published and ambitious academic women; and a range of behaviour patterns including verbal, physical and sexual harassment (including sexist language and jokes) which academic women experience.

Comments from a range of academic women give a number of reasons for the under-representation of academic women in senior positions and for their position in the university more generally. Some examples include:

- Informal but powerful boys network (Senior Lecturer)
- Lack of role models (Lecturer)
- It seems to me that Cambridge is reluctant to have women in university posts except fairly conservative ones at the top (Professor ex-Cambridge)

- Patronage of chairs re promotion — male colleagues favoured (Teaching Fellow)

- Access, funding, performance criteria and a general ethos that promotes the white male (Lecturer)

- A succinct response came from a professor in the humanities who encapsulated where control by male academics was most clearly felt: Appointments, promotions and membership of committees making both [appointments and promotion]!

A second area identified by academic women was the system of promotion which was seen as identifying and defining productivity in terms which disadvantage academic women. This is partially related to the fact that the level of first appointment of academic women is frequently lower than that of an equivalently qualified male academic. It is also related to factors such as:

- the greater likelihood of academic men holding a doctorate;
- the lower productivity level defined in terms of publications of academic women;
- the greater likelihood of academic men gaining research funding and presenting conference papers;
- the fact that academic women have less well-established academic and publishing networks than academic men;
- the heavier teaching workload carried by academic women;
- the failure of the academy to recognise the primary caregiver status of many academic women.

In addition to these factors there is a clear pattern emerging in New Zealand universities which is that automatic promotion based on criteria of scholastic merit (a doctorate; publications and the quality of teaching) appear no longer to be sufficient grounds for promotion. The increasingly limited funding regime within which the university system in New Zealand is placed politically, is resulting in fewer senior posts and increasing competition for those posts.

Academic women also raised concerns about the failure of equal opportunities policies to be effectively translated into equal opportunities practice. The implementation of Equal Opportunities Policy (EOP) in the UK and Equal Employment Opportunities Policy (EEOP) in New Zealand is a relatively recent development. The introduction of EOP and EEOP within universities in the UK and New Zealand has been an important first step towards the establishment of equity within the university. EEOP has gone further than EOP in introducing a stronger element of affirmative action, which sets out to redress the inequities of the past and to establish target groups. Concern was raised, however, around a number of equal opportunities issues including: the effect of equal opportunities policy on academic relationships; on appointments; on the role of equal opportunities officers; and on sexism in the university.

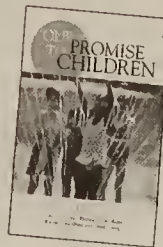
So what is the response of academic women to their position within the university? Oakley notes that, while the experiences of academic women in the two countries were broadly similar, it is interesting to note that women in New Zealand were more likely to frame their accounts in the language of sexism and patriarchy. Since the situation of women in the UK is demonstrably not better, British women either have a lower political consciousness or are more polite (or both).

There are no simple solutions, no quick fixes to improving the situation for academic women. Anna Yeatman (1993) has maintained that the core values of a university are central to a democratic society while at the same time recognising that these core values are thoroughly implicated in the modern colonising and patriarchal enterprise (1993: 16). She demonstrates the centrality of women as equity change agents within organisations, a position which gives them considerable capacity for effecting change within the new politics of restructuring. As Yeatman notes: "Precisely because of their positioned lack of loyalty to the established way of doing things (and to the established masculine elite of the institution) those of them who show management and policy talent become highly valued managers for change in the new environment." (ibid: 24) ■

Yeatman, A (1993) "The Gendered Management of Equity-Oriented Change in Higher Education" in D. Barker and M. Fogarty (eds) *A Gendered Culture*: Victoria University.

Reprinted with permission, SWC News, November 1997, Association of University Staff of New Zealand (Inc).

QUICK REVIEWS



Our Promise to Children

Kathleen A. Guy, ed., Ottawa: Canadian Institute of Child Health, 1997; 197 pp; paper \$18.00 CA.

This little book is about children and what we can do to make sure they thrive; it is for a Canadian audience and uses examples of programs and studies in Canada where possible.

The book starts with facts and data about what helps children thrive. It continues, in an easy-to-read and informal manner, to give examples of studies, interventions and programs that work to help children. The simplicity, direct manner, clarity and abundant practical information make it very useful for anyone working with children or programs that help them.



Leasing the Ivory Tower: The Corporate Takeover of Academia

Lawrence C. Soley, Boston: South End Press, 1995; 204 pp; paper \$13.00 US.

"A married man with a family will do anything for money," Talleyrand is supposed to have said. Lawrence C. Soley's research indicates that the French statesman's quip has wider application. American universities seem willing to accept money for just about any purpose, professorial venality seems to have few limits, and conflicts of interest seem to be widespread. Soley's thesis is that corporations and wealthy individuals are systematically corrupting U.S. universities and professors with money whose main purpose is to enhance the interests of those who are giving the money. It is intended to finance research that will augment corporate profitability, to justify the dominance of the free enterprise ethos, and to train students to be useful employees of transnational corporations.

Soley, who teaches communications at Marquette University, shows that some academics do nicely for themselves, collecting patents, stock options, consultancies, and lecture fees. None feeds more voraciously from the private trough than many medical researchers and professors of business administration, but some social scientists also get their dippers in. Administrators are well-rewarded, especially if they have some link to fund-raising. Most professors in the humanities, on the other hand, unable to attract money from the corporate sector, are the poor cousins of the academic world. The main losers, Soley argues, are taxpayers, some of whose money gets used to enrich the feed, students, who get little or no attention from academic "superstars," and badly-paid part-timers and graduate students who do much of the actual teaching. Academic principles suffer under the weight of corporate funding, Soley writes. He spends next to no time discussing what these principles are, however. For example, although he claims that academic freedom is reduced, he does not indicate how. Indeed, it is unclear what he believes academic freedom to be. His suggestions for change are brief and almost perfunctory, as though he expects few readers to take them seriously. Soley is occasionally guilty of overgeneralization and hyperbole. More disappointing is that he fails to found his often-valid and damning critique in a historical analysis of U.S. universities. In *The Higher Learning in America* (1918), Thorstein Veblen was already discussing some of the issues that concern Soley. The "corporate takeover" of American higher education has been going on for a long time. Soley's study is a useful muck-raking guide to present-day abuses.

Quick reviews — *Our Promise to Children* supplied by Jennifer Mather, Department of Psychology & Neuroscience, University of Lethbridge; *Leasing the Ivory Tower* supplied by Michael Horn, professor of History, Glendon College, York University.

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ART HISTORY

MCILL UNIVERSITY invites applications for a tenure-track position in 19th century art at the assistant professor level, commencing September 1999. Applicants should have a completed PhD and a strong record of quality teaching and research. An awareness of methodological issues is expected. Teaching responsibilities include work at the undergraduate and graduate (MA and PhD) levels. Candidates for this position must have full oral and written competence in both English and French. The application deadline is September 30, 1998, or until the position has been filled. Applicants should send a statement of teaching philosophy/methods along with their curriculum vitae, and two letters of reference to: Chair, Department of Art History, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T6. Tel: (514) 398-6541; Fax: (514) 398-7247. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

CARLETON UNIVERSITY - School for Studies in Art and Culture: Art History. Applications are invited for a tenure-track position in Art History at the rank of Assistant Professor to commence September 1, 1999. The position is subject to budgetary approval. The successful candidate will participate in undergraduate teaching and in the operation of the master's degree in art history and co-operate with the School of Canadian Studies, the Department of History, and the School of Languages, Literature, and Comparative

Literary Studies in the development of new streams at the doctoral level. Qualifications include a completed doctorate, strong publication record and intimate knowledge of photographic collections in the National Capital Region for example, in the National Archives, National Gallery, and Museum of Contemporary Photography. The ability to contribute to undergraduate offerings in art history and film studies would also be an asset. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Bryan Gillingham, Acting Director, School for Studies in Art and Culture, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5S6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is June 30, 1998.

BIOLOGY

CARLETON UNIVERSITY - Department of Biology. Applications are invited for a half-time instructor position in the Department of Biology effective September 1, 1998. The instructor's principal responsibility will be to lecture in large undergraduate courses in the Natural History of Ontario. Candidates should have a strong background in interpretation of Natural History, and a demonstrated ability in the production and

presentation of multimedia material for classroom and instructional television audiences. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The position is subject to budgetary approval. Submit a curriculum vitae, a statement of teaching philosophy and interests, teaching evaluations, and the names of three referees by June 30, 1998 to: Chair, Department of Biology, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5S6.

CARDIOLOGY

UNIVERSITY OF ALBERTA - Director of Cardiac Rehabilitation. The Faculty of Medicine and Oral Health Sciences at the University of Alberta is recruiting a Royal College certified or equivalent cardiologist for a geographic full-time position at the University of Alberta Hospital. The appointment would be expected to be at either the assistant or associate professor level. The successful applicant will have the opportunity to play a leadership role in the development of a cardiac rehabilitation program at the University of Alberta Hospital site with an emphasis on patients with heart failure. The Division of Cardiology currently includes 15 cardiologists. The applicant will be expected to have a major interest in research. Opportunities exist for collaboration with the clinical rehabilitation unit at other Edmonton hospitals which serve >1000 patients per year. Preference will be given to cardiologists with special expertise in exercise physiology and a proven track record of research in exercise physiology (clinical or basic). Excellent opportunities exist for research including the opportunity for involvement in basic science laboratories and application for support from the Heritage Foundation. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. This is an excellent opportunity for career development for the appropriate individual. Interested individuals are asked to forward a letter of application, curriculum vitae, and the names and addresses of three referees by July 31, 1998 to: Stephen J. Archer, MD, FRCP, Professor of Medicine and Director, Division of Cardiology, Heart and Stroke Foundation Chair in Cardiovascular Research, Department of Medicine, University of Alberta, WMC 2C36, 840 - 112 Street, Edmonton, Alberta, Canada T6G 2G7. Tel: (403) 492-2353; Fax: (403) 493-6685; e-mail: sarcher@ch.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

CHEMISTRY

BRANDON UNIVERSITY - Department of Chemistry. Applications are invited for a tenure-track faculty position at the rank of Assistant Professor in the Department of Chemistry. Qualifications: PhD in Chemistry, with strong research and teaching experience in organic, inorganic, and modern instrumental techniques. A commitment to, and preferably some experience in, chemistry teaching would be a definite asset. Duties: Teaching: Undergraduate instruction (5 half courses / academic year) in the areas of organic chemistry spectroscopy and instrumental analysis. Research: The development of an active research program in a small university setting is expected. The Department is equipped with GC and HPLC systems and AA, IR, NMR and UV spectrometers. Salary: The Assistant Professor range is \$39,298 to \$58,358 (under negotiation). Deadline for Applications: September 1, 1998. Starting Date: January 1, 1999. Letters of application should include an outline of areas of expertise, teaching experience and research interests along with a curriculum vitae. The applicant should arrange to have three letters of reference sent to: Dr. C. Belke, Chairman, Department of Chemistry, Brandon University, Brandon, Manitoba, Canada S7A 6G5. Phone: (204) 723-5735. In accordance with Canadian immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

UNIVERSITY OF WATERLOO - Faculty Appointment in Inorganic Chemistry. The Department of Chemistry of the University of Waterloo is seeking an individual with demonstrated ability and outstanding potential for excellence in teaching and research for a faculty position in Inorganic Chemistry. Postdoctoral experience, in addition to a PhD in any aspect of chemistry, is essential. It is anticipated that the appointment will be made at the level of Assistant Professor. Inquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a research proposal and arrange for three letters of recommendation from professional references to arrive before August 31, 1998. Additional information concerning the department is available at: <http://www.chem.uwaterloo.ca/chemistry2.html>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF ALBERTA - The Department of Chemistry at the University of Alberta is seeking an outstanding individual with a proven record of research and teaching excellence for a faculty position in Physical Chemistry beginning July 1, 1999. The rank for this position is open and occup-

tional candidates at any professional level will be considered. The research focus should be in either Theoretical Physical Chemistry (in the areas of statistical mechanics, reaction dynamics, condensed matter systems or transport phenomena) or Experimental Physical Chemistry (in areas that complement the expertise of the current faculty. The research of 29 faculty and 150 graduate students is supported by excellent services, including a new Computational Research Facility, mass spectrometry and high-field NMR laboratories, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three referees and a research proposal by September 30, 1998 to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA - The Department of Chemistry at the University of Alberta is seeking an outstanding individual with a proven record of research and teaching excellence for a faculty position in Analytical Chemistry to begin July 1, 1999. The rank for this position is open and occupational candidates at any professional level will be considered. We are seeking candidates whose research interests will complement those of the present faculty, however, outstanding candidates in any area of analytical chemistry are encouraged to apply. The research of 29 faculty and 150 graduate students is supported by excellent services, including a new Computational Research Facility, mass spectrometry and high-field NMR laboratory, and departmental electronic, machine, and glassblowing shops. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicants should submit a complete curriculum vitae, the names of three referees and a research proposal by September 30, 1998 to: Professor Gary Horlick, Chair, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada T6G 2G2. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, persons with disabilities, and members of visible minorities.

CLINICAL STUDIES

UNIVERSITY OF GUELPH - Ontario Veterinary College. The Department of Clinical Studies is soliciting applications for a tenure track faculty

INSTRUCTOR - BIOLOGY

(2 Positions)

Competition #98-025

The successful candidate will provide instruction in several of the following courses: 3rd year Cell Physiology; 3rd year Biochemistry; 2nd year Vascular Plants; 2nd year Mendelian Genetics; 1st year Animal/Plant Evolutionary Survey.

Qualifications:

- Ph.D. preferred; M.Sc. required
- Previous teaching experience

Term of Appointment: 11 December 1998 to 28 April 1999

Closing Date for Applications: 22 June 1998

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting the Competition #98-025, with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:



Irene Bazell
Human Resources Officer
The University College of the Cariboo
P.O. Box 3010
Kamloops, BC V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.

DEAN OF HEALTH AND HUMAN SERVICES

Malaspina University-College is a degree-granting Institution, located on Vancouver Island, with a central campus in Nanaimo and regional campuses in Duncan, Parksville, and Powell River. Malaspina offers a comprehensive range of certificate and diploma programs, as well as selected baccalaureate degrees.

A unique opportunity for a visionary individual to create a context in which the work of both Health and Human Services programs can be brought together in this newly formed, highly participatory department to achieve an efficient, effective and integrated organization. The successful candidate will possess exceptional leadership, management, interpersonal and organizational skills and will be committed to the creation and development of organizational designs based on individual initiative, personal responsibility, interpersonal collaboration and co-creativity.

The successful candidate will be familiar with and supportive of experiential learning approaches, contemporary humanistic, holistic theory and practice, and have proven research, writing and decision-making skills. s/he will have extensive administrative experience in educational and human services organizational structures and will be comfortable and competent in fiscal, administrative and planning areas.

A strong and active professional and academic background relevant to the Health and Human Services field is essential with a Ph.D. preferred.

Forward application including curriculum vitae for Competition 98-1016 before 1 p.m. Friday, September 4, 1998 to the Director of Human Resources, 900 Fifth Street, Nanaimo, BC V9R 5S5, fax (250) 755-8702, e-mail apply@mala.bc.ca. For more detailed posting information, contact Human Resources at (250) 741-8733 or check our website at www.mala.bc.ca. We thank all applicants for their interest in Malaspina University-College; however, only candidates selected for interview will be contacted.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.



Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5

An unwavering commitment to excellence
in research, teaching and service

Director of Field Education

The Faculty of Social Work invites applications for a Director of Field Education. We will provide leadership and be responsible for the planning, development, coordination, and administration of the field education curriculum component in the Bachelor and Master of Social Work programs. Your qualifications include a PhD (completed or near completion) with a minimum of one graduate degree in Social Work, professional social work experience preferably at the supervisory/managerial level, and experience as a field instructor and/or teacher of university-level social work students. Knowledge of the professional community or previous experience as a field coordinator would be assets.

The Faculty of Social Work has a strong commitment to excellence to support professional social work and practice research, with programs at the Bachelor and Master of Social Work, and PhD levels. The undergraduate program is also offered off campus in both Edmonton and Lethbridge, and a cohort of the graduate program will be offered for the first time in Edmonton, commencing Fall 1998. We have a commitment to further explore distance education.

This position will incorporate opportunities in teaching, research, and service; rank and salary will be at the assistant professor level.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

The position must be filled as soon as possible, preferably not later than August 15, 1998. Applications should be received prior to June 30, 1998. Please send a letter of application, a curriculum vitae, and the names and addresses of three referees to:

Dr. Kim Zapf, Acting Dean,
Faculty of Social Work,
University of Calgary,
2500 University Drive NW,
Calgary, Alberta T2N 1N4.

Fax: (403)289-8689 Tel: (403)220-5945



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SUPPLEMENT

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The Impact of New Technology on the Work of Academic Librarians

Funding Issues

Funding & New Technologies

BY GARY MCCORMICK

THE decision to automate and its subsequent implementation in academic libraries should not be viewed as the end of the process but merely the beginning. In fact, one could describe this decision as embarking on a technological treadmill that requires a constant commitment to keep pace. It also requires a lot of funding. In an ideal world there would always be an expanding source of funds that would allow academic librarians sufficient time, training and staff to cope with this treadmill effect. This unfortunately, is not the case.

Keeping up with technological change is not the problem; the funding of it is. New hardware and software purchases and upgrades quickly become necessities that cannot be overlooked. The licensing of electronic products such as CD-ROM indexes and the general expansion of access to electronic information sources all cost vast sums of money. Furthermore, the provision of greater access leads naturally to a demand for more workstations that will allow the user time to search, manipulate and download increasingly larger and more complicated data. This greater demand for information also requires increased technical support and training, not only of the staff but of the end user as well. The funding of this commitment is a major concern and the question of what gets purchased and why it gets purchased should be of paramount interest to the academic community as a whole.

It is my opinion that funding, or rather the lack of funding of the new technologies in academic libraries is having a profound effect upon librarians' working conditions. Without the active planning and participation of those professionals most intimately involved with the provision of these new information services, the end result will be the deterioration of working conditions and an inefficient use of this new technology.

For instance, there is always the temptation to purchase the big ticket items such as new workstations or databases. There is nothing wrong with that per se; however, the decision to maintain and staff a new workstation area may lead to the atrophy of a traditional library function or resource. In the case of acquisitions, the impact is obvious. Unless more funds are made available to purchase monographs and periodicals the collection will suffer and librarians and library users will find themselves more dependent upon alternative resources which may or may

The expanding intrusion of information technology into higher education affects the work of academic librarians more than any other CAUT members. This is a new area of interest for the association, but there is mounting concern: the new technology can have implications for our workloads and our control over the decisions which should be our professional prerogative, among other things. We solicited contributions from a selection of our colleagues across the country in the areas of funding, decision-making, research, teaching and professional development; the result is a surprising variety of issues and a diversity of outlooks.

not be as useful or timely. It is imperative that any decisions to fund new technology take into consideration the ramifications on the health of the library system as a whole.

The further removed the decision makers are from the library, the greater the likelihood there is that less attention will be paid to the ongoing commitment to fund the new technology into the future. For instance, some money is made available only as a one-shot deal. A five year agreement to subscribe to an electronic index is fine for those few years, but in the long-term funds will still need to be found to continue the subscription.

Without adequate funding and librarian input decisions may be made haphazardly. A library may receive a top of the line printer but then be faced with the question of servicing it. Short-term band-aid solutions may be imposed simply due to a lack of money. Many librarians often find themselves in the frustrating position of working with cannibalized equipment that fails to do the job.

A related consideration is the possibility that decisions may be made by non-professionals based on technological rather than academic needs. Access to electronic resources or sites may disappear overnight for reasons unrelated to academic merit.

The terms and conditions of work for librarians are seriously affected by the introduction of the new technologies. On top of the traditional work of academic librarians an entirely new level has been added. With each new software package introduced or with each new mode of access implemented, the increased demand for these services results in a heavier workload for the librarian. If there is no consideration taken for the

funding of extra staff or sufficient training of the current staff, librarians will find themselves endlessly trying to keep up and never feeling fully trained.

Librarians play a crucial role in structuring information into knowledge and electronic technology is now the major tool in this process. If the funding of the new technologies is not tackled in a rational manner with librarians having a greater say in its implementation and maintenance the consequences will be felt not only in diminution of the librarian's role but in the increase of information chaos.

Decision-Making

Technology & the Academic Librarians' Work Life

BY GWENDOLYN EBBETT

THE advent of digital resources and technologies has definitely had an impact upon the role of librarians in our academic institutions. The increasing importance being placed upon electronic resources for teaching and research and the sheer volume of digital information are causing us to reassess the role of the library within the university, as well as the role of librarians within the library. The walls separating traditional departments within the library are rapidly vanishing. Increasingly, however, so are the walls separating the library and the rest of the university. And more recently, even the walls separating individual universities are beginning to crumble.

Because electronic formats require non-traditional means of selection, acquisition, storage, access and preservation, librarians from all parts of the library are now working together to address the additional issues and problems which inevitably arise. Librarians have learned, sometimes the hard way, that decisions associated with acquiring digital resources cannot be made in isolation for the simple reason that many of those decisions can have such a large, immediate, and library-wide impact.

As acquisition librarians know, pricing models among electronic resource publishers are currently in a bewildering state of flux, making negotiating licenses a difficult new challenge. Collections librarians are all too aware of the flood of new electronic resources and the need to evaluate potential purchases on additional criteria such as local infrastructure limitations.

Bibliographic instruction and reference librarians struggle daily with an ever increasing available mass of information on the web and with an array of databases, each with its own strengths and peculiarities of access. Circulation services increasingly are evolving into access services as the emphasis shifts from what is on a library's shelves or available via interlibrary loan, to on-demand access to materials whatever the document delivery method. Through it all, the systems librarians and technical staff struggle to keep the system up, and the entire staff online, upgraded, and up to speed. It is not hard to see how the decisions made by any of the above people can have dramatic consequences on the others. If this is true for the other professional librarians, it is equally so for the library administrator, whose job it is to ensure that the never-sufficient financial, human, and equipment resources are allocated as effectively as possible.

But if the digitalization of libraries has altered the decision-making process within libraries, it has also altered the way libraries interact with the wider university. It is, of course, very common for the library system and the computing services department to come under the auspices of a single director of information technology. Where this is not the case, it is increasingly common for computing services and the library to have staff cross-posted. More and more, the area of overlap is growing, with a mutual interest and stake in Internet and web technology resources, with mutual and dramatically expanding computer hardware needs, and with a common stake in outreach initiatives as students and faculty increasingly expect their information needs to be met via their own office or home desktop, rather than make the traditional journey to either library or com-

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puter lab. The senior university administration now expects the library to be part of a larger, compatible IT network.

One of the most interesting effects of digital resources on decision making is the way that it has revitalized collaboration among universities. Regional union catalogues and national cataloguing utilities have been with us for some time. Web technology and improved automated systems have now made linking to other academic library catalogues relatively easy. A more interesting trend is towards co-operative buying of electronic resources, particularly journal databases. Regional and national initiatives are becoming a common means of acquiring access to digital information, and we are realizing that we can cooperatively develop Canadian databases of Canadian research materials. The buying power of the collective makes some cost savings possible. The decision of what the collective buys is a shared one, and arguably diminishes some of the autonomy of individual libraries. Ideally, however, the cost savings enable individual libraries to purchase the digital and other resources which meet the unique needs of their institution.

The growing importance of digital resources necessitates cooperation at all levels. For librarians it has provided the opportunity for a more extensive and broader level of collegiality than ever before. But greater collegiality also diminishes the potential for making isolated decisions.

The move towards digital information has created a wall-less library in more than one way. Librarians are taking on more responsibility for decision-making than ever before at the same time as they are more interdependent than ever.

Decision-Making

The Impact of Electronic Resources on Acquisitions

BY KEN COOLEY

TAKING out a subscription to a traditional print journal has always been somewhat more complicated than the acquisition of a monograph, but generally speaking it involved only a librarian, possibly a faculty member, and a competent acquisitions clerk. The decision was largely based on the relevance of the journal's subject content to the institution's course offerings and on its affordability. Other considerations like the publication's reputation and how well indexed it might be also played important roles. Storage presented uncomplicated issues. Maintaining reliable serial catalogue records has always been a significant challenge due to the many changes in such details as title, publisher and frequency. However, since the advent of electronic versions of existing paper-based serials, and the introduction of exclusively electronic ones as well, the decision-making process relating to the acquisition of electronic serials has become rather more complicated.

Despite general support for the notion of mainstreaming, which is basically to say that the acquisition of electronic serials can

be handled through traditional functional areas like collections, acquisitions, serials and cataloguing units, it is clear that many libraries have found it necessary to adjust their methods to some extent. These adjustments have affected the decision-making structures within libraries in several significant ways.

Most notably, the number of individuals involved in the process of acquiring an electronic journal has increased. For a variety of reasons related to the management of electronic storage and access as well as cost, one selector librarian is not really able to take unique responsibility for the decision to acquire. Where previously the selector would have considered the subject relevance and cost of the subscription, it has become necessary to determine, normally in co-operation with the library's or the institution's systems office, how the electronic publication will be made accessible to end-users. Not infrequently, legitimate considerations of a mechanical nature will influence whether or not the journal can be made available to those for whom it was compiled.

Legitimate or not, however, librarians feel a degree of nagging resentment at the need to accommodate technical staff opinions in what has always been seen as a librarian's prerogative.

It is probably fair to say that most librarians quickly realized how important electronic journals were and began assiduously identifying significant numbers of desirable titles for addition to their collections. At this point however, it was not always clear just how to "get" that blasted thing into the library and out to the patrons. In response to demands for a unified approach to this problem libraries have frequently created committees or task groups to design and implement appropriate procedures. These groups immediately increased the number of decision makers since, in many instances the committee acted as a clearing house for selector librarian requests for specific electronic titles. Part of the driving rationale behind this approach was the very real understanding that money, technical expertise and comput-

a diminished sense of autonomy as a result of this new relationship. Inevitably, the progress of a title through these larger groups was slowed by the many contributions of the committee members as well as by an ongoing refinement of the procedures. These efforts were also regarded by many selectors as a significant trespass on their traditional turf.

Approximately four years ago, journal publishers and journal vendors began offering for sale not simply one or two isolated electronic titles but rather whole suites of full-text electronic journals, often with lengthy backfiles. These offerings are very attractive to libraries struggling with frightening increases in serial subscription prices and often severe space shortages. The stumbling block is, of course, the price attached to the total package. Publishers also place other restrictive limitations on the use of the electronic version but these do not constitute the same kind of obstacle as does the price. One response to this problem has been consortial purchasing in which supra-institutional organizations like COPPUL (Council of Prairie and Pacific University Libraries) in western Canada have taken an active role in negotiating contracts between their members, many of whom cannot afford such expensive resources on their own, and the vendors of the electronic serial collections. These umbrella groups also negotiate favourable consortial purchases of important library resources such as citation indexes and full-text products like Chadwyck-Healy's English Poetry Database. The nature of these negotiations is such that libraries must often make a decision to buy in a relatively short period of time; advantageous terms must be exploited in order to secure the best package for the consortia. Again, the decision-making power of the individual selector and institution may not be enhanced by this scale of these acquisition procedures.

Any one member library is normally represented by at most four or five individuals. Chief librarians and heads of collections units are the most common representatives at consortia meetings. Those working at the selector

this is occasionally irritating but that the advantages gained through membership, at least potentially, outweigh these concerns.

Informed and responsible decision-making results in better collections for students, instructors and researchers. It should be noted that this does not necessarily mean that individual selectors, acting on their own, will make the best decisions. However, inclusion of larger and less responsive groups and the need to comply with the capabilities of computing software and hardware threaten to overshadow considerations of how well materials suit the needs of the students and researchers whom the library serves.

Of the three forces examined here, the consortia constitute the newest and least understood influence on decision-making. It is difficult to object to such a cooperative and possibly powerful development. It is clear however, that the activities of these organizations will not always be in concert with decisions concerning public service and collection development within individual institutions.

Research Issues

The Obligation to Research New Technologies

BY JOY TILLOTSON

IT seems to me that there are two aspects of the new technologies that encourage, if not oblige, us to get involved in research about them. These are flexibility and lack of standardization. Flexibility means we have more choice: choice among automated systems; among Internet search engines; about ways of presenting information to users even after we have settled on a particular system. So we want to know if it makes a difference which system or presentation we choose. Does it make a difference whether the default for searching is keyword or exact phrases, for instance? Do users care what information is displayed in a bibliographic record? Now that we are not restricted to 3" x 5" cards typed in the time-honoured format, we have the freedom to change and the obligation to find out what changes would be useful.

With flexibility comes lack of standardization. Each new Internet search engine or CD-ROM database seems to come up with a new feature. What are the advantages (if any) of the different features? Which ones should be encouraged or discouraged? What's the best way to take advantage of a search engine that uses relevancy ranking and "OR" as the default operator instead of the customary Boolean structure with results ranked by date?

Probably most of us have spent some time thinking about these problems and trying to keep up with the changing situation in our own libraries. For me the next step was to formalize the process by focussing on a specific research question and working on it during a sabbatical leave. I was very fortunate to have the advice and support of a library school faculty member (Dr. Joan Cherry from the Faculty of Information Studies at the University of Toronto). I would encourage any librarian

Does it make a difference whether the default for searching is keyword or exact phrases, for instance? Do users care what information is displayed in a bibliographic record? Now that we are not restricted to 3" x 5" cards typed in the time-honoured format, we have the freedom to change and the obligation to find out what changes would be useful.

ing power are scarce commodities that are to be parcelled out in as strategic a manner as possible.

Representation from affected sections was seen as a safeguard against wasting these resources on unnecessary material as well as ensuring that the developing collection addressed as wide a number of subject areas as possible. In terms of decision-making, while it can be said that more staff had input into an interesting and important debate, individuals often felt that they were now sharing their selection responsibilities with a lot of their friends and certainly experienced

level understandably feel somewhat removed from the decision-making process. Consortium officers do make a sincere effort to remain sensitive to the needs of their member institutions. Most maintain lists of titles in priority order which have been developed by members and try strenuously to keep up contact via listserves and in-person communication.

Nonetheless, it is impossible to tailor consortial purchases to the precise requirements of any one member library. To this extent, individual selectors and libraries sacrifice a degree of decision-making power to the larger body. Anecdotal reports suggest that

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who is hesitant about starting a research project to seek advice from a sympathetic faculty member. Such collaborations also ensure that library school faculty are aware of the questions that practitioners have.

Another approach is to work directly with an information provider who is actively using new technologies. One of my colleagues is planning a sabbatical leave at Statistics Canada and we are looking forward to the impact of her user's viewpoint on their products.

What if you're not eligible for sabbatical or don't have time to do a big research project? It is still important to share what you are learning every day with colleagues at work or in nearby libraries. Taking the time to write a short article for a newsletter or to give a presentation for a local library association can be the beginning of a larger research project and a useful contribution to the profession.

Research Issues

The Power of Partnerships

BY JOANNE MATTHEWS

THE University of Northern British Columbia library has achieved much in its short history. From its inception the library has endeavoured to make available a wide variety of electronic information sources to support the research needs of students and faculty. Just four years ago we considered UNBC Library to be state of the art. Now, however, we are in the process of our first migration from essentially a CD-ROM format to web-based information sources.

With this migration have come many challenges and opportunities. The consortial licensing arrangements we have entered into have certainly enhanced our ability to provide access to a multitude of information sources for UNBC researchers. For the most part these arrangements have been beneficial. They have been extremely cost efficient, and because the resource is not in-house we have no maintenance concerns. However, when you are the smallest player in an organization, you do not necessarily get what you want or need. For this reason UNBC's participation in consortia is more aptly called a strategic alliance rather than a partnership.

Undoubtedly electronic sources have increased the effectiveness of the reference librarian at UNBC, and have added to the challenge of the job by providing ever-expanding avenues to research. However, technology by its very nature is accompanied by many systems, many platforms and many databases. Couple this with technology's evolutionary nature and the result is a certain level of confusion, together with what has come to be termed technostress. The ability of any library to provide a large number of electronic resources added in rapid succession must be weighed against its ability not only to cope with the software or the hardware or the telecommunications failures, but also, more importantly, its ability to respond to the demands created by a seemingly endless array of options. The new paradigm requires changes in the methodology of pro-

viding reference service. The focus of the librarian practitioner must shift from a collection-centred approach to client-centred. While some might argue that this shift is the beginning of de-professionalization of the job by the application of technology, it must also be remembered that technology needs to be managed. This shift in focus should be viewed as providing an opportunity to forge new partnerships with teaching faculty.

The single most evident shortcoming of information technology — its inability to accommodate the different methods that scholars from various disciplines use in seeking information and applying this information to research — is easily turned to the librarian's advantage. In order to exploit this shortcoming, librarians need to consider more carefully their role in developing effective information seeking strategies for various disciplines, and to communicate and promote such strategies to teaching faculty. The fulfilling of this role not only allows for collegial contact, but also gives librarians the chance to promote their own credibility as managers, instructors and researchers. Partnering with teaching faculty can be difficult. It requires trust, respect and a belief in the value of collaboration.

Another opportunity for partnership that is presented by the new technology is with the community outside the university. While there is an increase in end-users accessing their own information, outsourcing still remains popular with many organizations. The proliferation of research service businesses that has occurred in tandem with the information explosion indicates that there is a market for the skills and services that are required to tap into resources and deliver documents. It is only a matter of time before the vendors that libraries use begin developing resources that are marketed directly to end-users. Accountability looms large in the academic world; it would seem that the creation of a separate fee-based research service to meet the information needs of the community is a viable avenue for the academic library manager to explore. Fee-based services have the potential to bring income to libraries and to enhance the role of both the institution and the librarian in the larger community.

Teaching Issues

Information Technology at OISE

BY CAROLE CALDER

AT the Ontario Institute for Studies in Education of the University of Toronto the library is part of the Education Commons, which blends the information and technological services of the institution. The Commons is the main point of contact for pre-service and in-service students seeking information assistance, computer accounts and support and instruction in a variety of computer-based applications including those related to the library and information retrieval.

The impact of electronic technologies on the librarians who are part of the Education Commons' Information Resources and Services section is enormous. One aspect of

this impact is the stress placed upon a downsized staff to keep up to date and to meet the increasing information needs of students. We are also sensitive to the need to address the varied learning styles of our adult student population. Thus, we regard the technology as a tremendous opportunity to acquire new skills which we can use to enhance our work, as well as to influence how students perceive us and the library. The technology staff in the Commons, whose expertise lies in the field of computer programming, connectivity and academic applications, work closely with us to accomplish this. Our relationship with them has enabled us to keep ourselves as current as possible. We interact on committees that blend the interests of both groups — from planning integrated space needs to preparing information brochures and combining our expertise in course presentations. By presenting student instruction that integrates both library information and research skills as well as technological support, we can provide a more cohesive experience, and the blend of expertise that students require.

The new technologies have also enabled us to lift our services to a new level of sophistication. Our role as the University of Toronto's education faculty has given us access to the latest in database technologies and unprecedented access to a growing number of journal article databases for which the University has acquired licenced access, as well as an increasing array of full-text electronic journals and other resources.

The challenge for us has been to gain a level of expertise in the vast array of systems and software search techniques that will allow us to solve problems and to reach students which of the many electronic resources they encounter would be the most appropriate for their research needs. We have found that continual professional development is essential to maintain our level of skill, and each librarian is assigned different database specializations so that we can mentor one another.

The considerable demand for virtual library information training was our motivation to develop a five-module non-credit course: "The Virtual Library: Information Retrieval in the Library and Beyond." The student evaluations confirm that most students need training to cope beyond the confines of a traditional library setting. They need us to enable them to take hold of the technology from home and work in a manner that will allow them to be location-independent when doing research or locating a book title or an article.

We are expanding the curriculum content of our classes to meet the wider interests of our students, many of whom are nursing trainers, counsellors or professionals in allied fields. In addition, many of our student population at OISE/UT are distance learners. The new technologies are giving us the opportunity to mount a web-based library course that will put the distance student on a level playing field with the on-campus student who has always had the advantage of attending on-site library instruction or seeking one-on-one help at the reference desk or by telephone.

Our OISE/UT librarians are working harder than ever before but most find they are energized by the challenge created by the latest advances in electronic technology.

Professional Life

Technology in a Cooperative Environment

BY DIANE PETERS

"BETWEEN the idea and the reality/Between the emotion and the act/Falls the Shadow..." T.S. Eliot's words spring to mind as I reflect on issues surrounding new electronic technologies at my own institution. For many months we have lived in a shadowland, but by the time this article appears in print, my library should have in place a new integrated system.

Inter-library cooperation and resource-sharing are becoming increasingly important as academic libraries struggle to maintain service in the face of declining budgets. The new system at Wilfrid Laurier will be a joint initiative involving three local universities.

Librarians at all levels have been intensely involved in the process from the early stages. The OPAC's public appearance will culminate many months of planning and hard work on the part of a large number of individuals on three campuses. One of the most rewarding aspects of our joint effort for many of us has been the opportunity to collaborate with our counterparts in neighbouring academic libraries.

But, ironically, it has been evident that participation in a consultative process — a goal which the CAUT Librarians' Committee has long supported — can have a dramatic effect on workload. At Wilfrid Laurier, additional responsibilities resulting from system decision-making, testing, and implementation were taken on in addition to normal duties. Not only have librarians been assigned new tasks, but we have been asked to attend an unprecedented number of meetings! Support staff complain that we are never around. At one point someone — not a front-line public service librarian — suggested that perhaps we could accomplish more if we just shut down the libraries for a time. However, this is obviously not a viable option.

In the meantime, we have done our best to keep up, while living with a growing sense of fatigue and the realization that standards of service are suffering.

Our experience has also raised questions about a point which is often used to convince university administrators of the benefits of increased technology, that is, that fewer people will be able to produce greater results in less time. Workflow analyses suggest that some activities will actually take longer with the new system than they did previously. In addition, it is anticipated that many of the new system's advantages, such as easy access to a broader range of electronic resources, increased resource-sharing capabilities, and new forms of document delivery, are likely to further increase the workload of staff who are already struggling to keep up.

Intensive training has been a necessity for everyone in the library over the last few months. This has proven another factor in increased workload, in particular, since the introduction of an integrated system means that staff must understand not only their

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Academic Librarians' Distinguished Service Award 1999

Request for Nominations —

The CAUT Academic Librarians' Distinguished Service Award has been established in order to recognize outstanding service by academic librarians or faculty who have contributed to the advancement of the status and/or working conditions of academic librarians at Canadian universities.

Candidates must be either librarians or faculty members. Although they may not be currently employed in an academic library or university, their contributions during their careers must have benefitted academic librarians.

The Criteria —

Candidates will be assessed on their contributions to the advancement of the status and/or working conditions of academic librarians at either the local, regional or national level. Nominations will be reviewed and the recipient selected by an independent jury, elected by the CAUT Librarians' Committee. The award will be made at CAUT Council in November 1999 in Ottawa. Nominations must be accompanied by a brief statement of why the nominator feels the nominee qualifies for the award, letters from two referees and whatever other appropriate documentation is necessary to illustrate and support the nominee's contributions.

Nomination Deadline —

All nominations for the 1999 Academic Librarians' Distinguished Service Award must be received by February 21, 1999. Nominations should be addressed to: Chair, Librarians' Committee, c/o Lynn Braun or Bob Moore, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

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own module but also the way in which their work has an impact on other facets of the library's operations.

Even though the system implementation is not yet complete, we have already entered into a new phase of cooperative effort. This will involve collaborative collections management, in particular with respect to the provision of access to electronic resources, and the creation of an integrated electronic library. Again, increased workload will be inevitable.

The November meeting of CAUT Council featured an all-day workshop on university faculty and information technology. One point which was emphasized by several speakers was that technology should not drive curriculum planning. Faculty were encouraged to use their own judgement in deciding appropriate adoption of technology. However, some academic staff, in particular librarians, do not have an option when it comes to accepting new technology, and it increasingly has an impact on their conditions of work. It is imperative that librarians' special interests and concerns, especially those

related to workload and the need for ongoing training, be recognized by both administrators and faculty associations, and that these issues be addressed in negotiations.

Les nouvelles technologies et les bibliothèques d'université : De tous les membres de l'ACPPU, les bibliothécaires sont les plus touchés par l'implantation de plus en plus importante des technologies de l'information dans leur travail. Il s'agit d'un nouveau domaine d'intérêt pour l'Association qui suscite, cependant, des préoccupations croissantes. En effet, les nouvelles technologies peuvent avoir des conséquences sur nos tâches et sur la maîtrise des décisions qui devaient être notre prérogative professionnelle, notamment. Nous avons sollicité la collaboration de quelques collègues au pays pour discuter de financement, de prise de décision, de recherche, d'enseignement et de perfectionnement professionnel. Le résultat de cette collaboration a donné une surprenante diversité de sujets et de perspectives.

Contributors — Gary McCormick, Bishop's; Gwendolyn Ebbett, Windsor; Ken Cooley, Victoria; Joy Tillotson, Memorial; Joanne Matthews, Northern British Columbia; Carole Calder, OISE/Toronto; Diane Peters, Wilfrid Laurier.



Report of CAUT's Librarians' Committee

By KENNETH FIELD

THE CAUT Librarians' Committee has been very active this year with a number of articles in the *Bulletin*, a very successful conference and much information gathering in preparation for the development of model clause language.

The 1997 Librarians' Supplement dealt with issues surrounding the recognition and participation of academic librarians in university governance. The supplement contained a general overview of the subject, followed by commentaries from individuals at specific institutions which elaborated on how academic librarians have been able to become involved and exert influence, through their participation in university governance.

The committee viewed this as an important first step in making both librarians and faculty aware of the benefits that accrue from greater librarian involvement in university governance at the broadest level, and of some of the challenges that librarians face as they try to gain entry to what has for the most part been a faculty dominated domain.

To complement the supplement the result of a survey of academic librarians, designed to gauge their level of their involvement in university governance, was reported at the librarians' committee's 5th biennial conference "Status and Governance: Realizing Academic Power, What Next?" in St. John's, Newfoundland.

As the title indicates, the main theme of the conference was that librarians have a critically important part to play in the evolution of universities as the siren call intensifies for the employment of information technologies in all aspects of the work of faculty and librarians.

Speakers at the conference dealt with a variety of issues, from the acculturation of library school students to the academic librarian's working environment, to methods academic librarians can use to become more actively involved in broader university governance structures. Along the way issues surrounding the recognition by faculty and administrators of the importance of the work of academic librarians to the evolving information environment were also discussed.

It became apparent by the end of the conference that there is a huge variation in language, in collective and other agreements,

providing for the terms and conditions of employment of academic librarians.

Specifically, the procedures and criteria used for permanency or tenure, promotion, and descriptions of the work of academic librarians showed wide differences from institution to institution. As a result the librarians' committee was given a mandate to develop model language in these particular areas.

Over the past few months the committee has been reviewing existing CAUT information papers and policy statements related to these matters, and will be working on having model language drafted for its meetings later this year.

The committee has also finished drafting model clause language for retrenchment, redundancy and retraining as they apply to librarians. This information is particularly important and timely given the renewed interest of administrations in the efficiencies of the electronic delivery of courses to students whose physical presence on campus is no longer seen as important. Also, the committee has been doing work on computer codes of conduct.

User fees are becoming more and more prevalent in universities and particularly so in libraries. The committee is therefore also in the process of developing a questionnaire aimed at finding out what fees libraries are now charging. Our hope is that with the results of the survey we will be able to determine the extent of fees being charged across the country and draw some conclusions about the degree to which user fees limit access to information. With this information in hand the committee can then consider the development of recommendations for faculty and librarians on how best to deal with the proliferation of fees for service.

The committee continues to be involved with the copyright lobby and is now working on getting ready for phase III copyright reform which will deal with copyright for the electronic information environment.

Kenneth Field is the former Chair of the CAUT Librarians' Committee. This is an excerpt of his report submitted to CAUT Council, May 1998.



Members 1998-99 Librarians' Committee

Diane Peters, Chair, WILFRID LAURIER

Christopher Dennis, MEMORIAL

Kathleen Nelson, VICTORIA

Ruth Sheeran, BISHOP'S

Joyce Thomson, ST. MARY'S

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ANNONCES CLASSÉES

position at the rank of Assistant Professor in Radiology. Applicants must have a D.V.M. or equivalent degree and must be licensed or eligible for licensure in the United States or Canada. Applicants must be board certified by the American College of Veterinary Radiology. Preference will be given to candidates with an advanced degree in radiology. The salary is negotiable and commensurate with qualifications. The prime responsibilities are to teach and supervise students in the University Teaching Hospital involved with large and small animal radiology at the undergraduate and graduate levels. It is anticipated that the successful candidate will be expected to contribute to the teaching of veterinary radiology within the context of up-coming curricular changes. Finally, the candidate will be expected to help to maintain an independent and/or collaborative research program. During this position, there will be no teaching responsibilities in the radiology section responsible for the teaching of radiology, ultrasonography, cobalt radiation therapy, MRI and laser stimuli medical medicine. The University of Guelph has a population of 100,000 people, with a total of 10,000 students and a postgraduate student enrollment of 14,000. The City of Guelph has a population of 100,000 people and is a growing city. The University of Guelph is a Canadian university. As a Canadian animal referral center, the College is exceptionally well situated with over 4 million people living within a 90 minute drive of the University. The University has a large herd of cattle and equine (8%) referral center, the College is exceptionally well located with a large number of dairy and beef operations nearby. In addition, the University has a large number of horses and thoroughbred horses as well as pleasure horses in Southwestern Ontario. Currently, there is considerable interest in equine medicine. The University has 10 schools located 30 minutes to 1 hour from the College. The deadlines for applications will be July 15, 1998 or until the position is filled. For more information, contact: Dr. J. L. Smith, Director of University of Guelph, Guelph, Ontario, N1G 2W1, (519) 823-8800, ext. 4000, FAX: (519) 827-1671, or e-mail: jsmith@uoguelph.ca. The names of all at least three referees. The University of Guelph is committed to an employment equity program that includes special measures to ensure that all groups of people are represented in the workforce. The University therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, women, and members of ethnic groups, and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is an equal opportunity employer.

teaching and communication skills. The successful candidate will work with a variety of subjects to provide advice and support to students in Small Area Studies, Health Services Research, and in the areas of science, medicine, nursing, dentistry, pharmacy, health care, welfare, income, residents and graduate students. Service activities will include the management of the University's Health Services Research Program, the Teaching Hospital and limited administrative duties. Research of a collaborative nature consistent with the University's research strategy in the area of health care is expected. The rank and salary for this position will be negotiable and commensurate with qualifications. Starting date will be negotiable. Closing date will be negotiable but September 8, 1990 date would be preferred. The deadline for applications is August 1, 1990. Send resume and references to: Dr. G. Butler, Chair, Department of Clinical Studies, Ontario Veterinary College, University of Guelph, N1G 2W1, Guelph, Ontario, Canada. Tel.: 613-761-6711 ext. 4011. E-mail: dbutler@ovc.uoguelph.ca, and provide a letter of application indicating your interest in the position, your education and experience, and your knowledge of literature and diploma status in the ACVS and the names of at least three referees. It is our policy to consider all qualified persons without regard to race or ethnicity. This advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is an Equal Opportunity Employer. An equity program that includes special measures to achieve diversity exists locally and staff with disabilities are encouraged to apply. We seek individuals from diverse backgrounds, particularly those from formerly aboriginal Canadians, persons with disabilities, members of visible minorities and women. Inquiries about opportunities and budgetary approval.

UNIVERSITY OF GUELPH – The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Small Animal Internal Medicine. The position is full time, 9 months per year, depending upon qualifications. This position will become available July 1, 1998. Applicants must have a DVM or equivalent degree, must be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the ACVIM (Internal Medicine) or eligible for that certification. Successful candidates will be expected to teach and supervise students, as well as to conduct research. Ideal candidates will have completed an advanced degree, demonstrated research capability and at least two years post-residency teaching experience at the undergraduate level. Responsibilities: The ideal candidate should have a strong background in clinical medicine and outstanding teaching and communication skills. The successful candidate will be expected to teach and supervise students in the areas of clinical medicine, clinical diagnostic and clinical instruction in Small Animal Medicine and related disciplines to undergraduates, interns, residents and graduate students.

tion, a current curriculum vitae, documentation of licensure and diploma status in the ACVIM and the names of at least three referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. This appointment is subject to final budgetary approval.

COMMERCE & ADMINISTRATION

CONCORDIA UNIVERSITY—The Faculty of Commerce and Administration is seeking (subject to budgetary approval) qualified applicants for limited-term or visiting positions starting August 15, 1998. Positions may be available in the following areas: Accountancy, Management Information Systems, Statistics, Production/Operations Management, Marketing, and International Marketing. Appointments will be made up to the rank of Professor for visiting positions, depending upon qualifications and experience, and at the rank of Lecturer for limited-term positions. Qualifications: (a) for visiting appointments, PhD, and strong research record; (b) for limited-term appointments, master's degree with relevant experience and professional designation where appropriate. Applicants for limited-term appointment in Accountancy should hold a professional

accounting designation and/or a graduate level degree (Master's or Ph.D.). For visiting appointments, the applicant must have a minimum of 10 years of teaching experience and a strong orientation to academic research and provide evidence of excellent teaching. Successful candidates will be responsible for teaching undergraduate and graduate level accounting at the Ph.D. levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants for visiting positions will be expected to teach and to be active in research. Applicants for permanent positions will be expected to teach up to three courses per term. Applications will be accepted until the positions are filled but should be submitted by June 30, 1998. Send your curriculum vitae, a letter of interest, and a statement of teaching and research interests (as appropriate) and three letters of reference to the Chair of the appropriate department: Dr. G. G. Ross (Economics), Dr. S. A. Saeed (Finance), Dr. R. (Finny) Dr. D. Argyhed, Dr. J. Gideng (Marketing), Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8, Canada. In accordance with the Immigration and Refugee Act, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, visible minorities, people with disabilities and disabled persons.

COMMUNITY HEALTH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND
— Social Behavioural Health Scientist. The Faculty of Medicine, Memorial University of Newfoundland seeks a full-time tenure-track faculty member in Socio-behavioural Health Science for appointment in the Division of Community Health. The appointment will be at the Assistant

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COMPUTER SCIENCE

UNIVERSITY OF PRINCE EDWARD ISLAND —
The Department of Mathematics and Computer Science invites applications for a tenure-track position in Computer Science at the Assistant Professor or Associate Professor level effective September 1, 1997. The successful candidate will be responsible for teaching and research in the area of computer science. The position is open to individuals with a Ph.D. in Computer Science or a related field. For consideration, please send your curriculum vitae and a letter of interest to the Department of Mathematics and Computer Science, University of Prince Edward Island, Charlottetown, PEI, Canada A1C 6X1. The deadline for applications is May 15, 1997. The University is an equal opportunity employer.



Research Chair in Molecular Biology of Beef Cattle Production

The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a Canada-Alberta Beef Industry Development fund Chair in the area of Molecular Biology of Beef Cattle Production. The appointment will be made at the Associate or Full Professor level with a balance of 75% research and 25% teaching.

The appointee will develop a world-class research and teaching program on the application of molecular biology techniques to the improvement of beef and beef cattle production. The Chair is mandated to enhance cooperation between scientists and other stakeholders in an Alberta beef research network which includes the University of Alberta, Alberta Agriculture, Food, and Rural Development (AAFRD), and the Agriculture and Agri-Food Canada (AAFC) Research Centres at Lethbridge and Lacombe. The research program coordinated by the Chair will involve the use of molecular techniques such as genomic analysis, linkage mapping and identifying genes responsible for variation in traits of economic importance, and the study of factors regulating gene expression. These molecular approaches will be integrated with experimental models currently in place in Alberta to study the physiological processes underlying production.

The candidate will possess a PhD in a scientific discipline relevant to the study of the molecular biology of cattle, will have an established research record in molecular biology and a commitment to its application in research on bovine physiology and beef production. Demonstrated leadership ability, excellent communication skills and a strong commitment to technology transfer are essential. The University of

[illegible]

UNIVERSITY OF OTTAWA
Computer Engineering or Software Engineering. A part of a major initiative by the University, the School of Information Technology and Engineering (SITE) invites applications for several (tenure-track) faculty appointments at the assistant or associate levels. Rank and salary are commensurate with qualifications and experience. Candidates should have a PhD in computer science, computer engineering, electrical engineering or

**University of Alberta
Edmonton**

CHAIR OF FIRST NATIONS



**INSTRUCTOR
DEPARTMENT OF COMPUTER SCIENCE**

The Department of Computer Science at the University of British Columbia invites applications for a tenure-track position of Instructor.

The successful applicant will have demonstrated the potential to teach a wide variety of computer science topics at all levels of the undergraduate curriculum, design new courses, coordinate curriculum development both within the department and with other academic units, and develop and deploy state-of-the-art teaching laboratories. A demonstrated commitment to teaching, as well as familiarity with current developments in the teaching of computer science, is essential. A PhD or equivalent in Computer Science is preferred.

The position may be assumed January 1, 1999, or July 1, 1999, depending on the availability of the candidate. Salary will be commensurate with rank and experience.

Applicants should submit their resume and the names of at least three references to:

Nick Pippenger, Chair, Recruiting Committee
Department of Computer Science
University of British Columbia
Vancouver, BC, Canada V6T 1Z4

Statements of interest and documentation of qualifications are welcome. Applications will be accepted until **October 1, 1998**. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. The position is subject to available funding.

Alberta has excellent on-campus research facilities and equipment, including a state-of-the-art Molecular Biology and Biotechnology Centre, numerous specialized analytical laboratories, a large animal metabolism unit, and a research ranch which includes a herd of 500 beef cows (for further details see www.afns.ualberta.ca). In addition, the Chair will have access to AAFC research stations in Lacombe and Lethbridge which offer an additional range of facilities and research strengths in many complementary areas including rumen microbiology/biotechnology and meat science.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent by August 1, 1998 to:

Dr. John Kennelly, Chair
Department of Agricultural, Food and
Nutritional Science
University of Alberta
Edmonton, Alberta, Canada T6G 2P5

For further information on this position contact Dr. Kennelly at Tel: (403) 492-2131; Fax: (403) 492-4265; E-mail: chair@afns.ualberta.ca or visit our website.

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

CLASSIFIEDS

related discipline, and show evidence of strong research potential and excellence in teaching. We are especially interested in candidates whose research is in Software Engineering, or Information Technology, Biotechnology and eligibility for registration as a Professional Engineer in Ontario would be an asset. The School currently offers degrees at the Bachelor's, Master's and Doctoral levels in Computer Engineering, Computer Science, and Electrical Engineering. As well, in collaboration with other universities, SITE offers Master's degrees with specialization in Software Engineering. A Software Engineering program is starting at the second year level in Fall 1998. The successful candidates will bring enthusiasm, academic strength, and the ability to work collaboratively to support the new program. Professors in SITE conduct cutting-edge research with extensive collaboration with industry in computing and telecommunications. See the SITE web page at www.site.uottawa.ca. The University of Ottawa is a major Canadian university with approximately

25,000 full-time students and 1400 faculty members. The Ottawa/National Capital region is a cosmopolitan centre with a population approaching one million, offering a variety of cultural and recreational opportunities. Ottawa is well known as a centre of high-technology industry. Processing of applications is ongoing and will continue until the positions are filled. The starting date is July 1, 1998 or later. Applications including a curriculum vitae and the names and addresses of three referees should be sent to: Dr. Emil Petru, Acting Director of the School of Information Technology and Engineering, Faculty of Engineering, 161 Louis Pasteur, Ottawa, ON K1N 6N5. Positions are subject to budget approval. Equity is a University policy and applications from women are strongly encouraged. According to Canadian Immigration law, priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Computer Science, University of Waterloo, invites applications for a two-year definite term appointment as Assistant Professor. The candidate is expected to participate in teaching and the research program of the Scientific Computing research group of the department. The Computer Science department has a large, active and diverse program of teaching and research; see <http://math.uwaterloo.ca/CS>. Dept for further information. The Scientific Computing group has four faculty, a dozen graduate students, and regular visitors. See <http://math.uwaterloo.ca/CS> for further information: a PhD and evidence of research related to this program are required. The floor salary for this position is \$50,000, and the appointment is to start on or before September 1, 1998. Applications, including CV and name and e-mail address of at least one referee, should be directed to the Chair, Professor Nick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; or chcer@uwaterloo.ca. Applications will be considered as received, until August 1, 1998. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents with respect to a definite term appointment: qualified Canadian and non-Canadian holding positions at other institutions may apply as visiting faculty. The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, not just people, and persons with disabilities. This appointment is subject to the availability of funds.

COMPUTING SCIENCE

SIMON FRASER UNIVERSITY — Applications are invited for a lecture position in the School of Computing Science. A M.Sc. or PhD in Computing Science is required, with a strong commitment to excellence in teaching and research. The ideal candidate will have demonstrated research expertise in a systems area, such as software engineering, graphics, multimedia systems, distributed systems, distributed systems of networking. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Excellent support will be provided for the successful applicant for establishing his/her research program. The School of Computing Science has 33 faculty members, and offers an expanding graduate program with over 100 M.Sc. and PhD students. The School has state-of-the-art computer equipment with excellent network support. There are well equipped research laboratories in areas including

governing the position may be found at <http://www.sfu.ca/capitol/cscademo12-24.htm>. Simon Fraser University is situated on top of Burnaby Mountain, just east of Vancouver, and serves about 18,000 students. The School graduates over 100 majors in Computing Science each year. As well, it offers an honours program, and various joint honours and majors degree programs. The School provides two undergraduate specialist programs, in multimedia computing and software engineering. The university runs on a year-round, trimester system, allowing for an extensive co-operative education system. Simon Fraser University has been ranked first in the "Comprehensive" category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. For full consideration for the current search, applications should be received by June 30, 1998. Applications will be accepted until the position is filled. For more information please see <http://www.sfu.ca>. To apply, send a curriculum vitae, and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: chcer@uwaterloo.ca

algorithms, artificial intelligence, graphics and multimedia, and database systems. As well, the School has strong links with the university's Centre for Systems Science, the B.C. Advanced Systems Institute, and local industry. Simon Fraser University serves about 18,000 students. The university has been ranked first in the "Comprehensive" category for the second year running in a national ranking of Canadian universities carried out by Maclean's Magazine. The university is situated on top of Burnaby Mountain just east of Vancouver and commands magnificent views of Fraser Inlet, the North Shore Mountains, the Burrard River, and Vancouver Harbour. The Lower Mainland area of British Columbia is unique in Canada for its mild climate and vibrant recreational opportunities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. For full consideration for the current search, applications should be received by June 30, 1998. Applications will be accepted until the position is filled. For more information please see <http://www.sfu.ca>. To apply, send a curriculum vitae, evidence of research productivity (including selected refereed papers), and the names, addresses and phone numbers of three referees to: Dr. James P. Delgrande, Director, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: chcer@uwaterloo.ca

CRIMINOLOGY

SANIT MARY'S UNIVERSITY (subject to administrative authorization), Department of Sociology invites applications for a 9-month contractually limited appointment at the rank of Assistant Professor commencing September 1, 1998. Candidates should have a Ph.D. or be near completion, and have a strong record of research and teaching in the areas of feminist criminology, contemporary criminological theory, gender and justice, and gender and law. The successful candidate will be expected to teach courses in undergraduate and graduate programmes (subject to approval). Applicants are requested to submit a curriculum vitae, a sample of recent work, and arrange for three letters of reference to be sent directly to the

Hiring Committee (Chairperson, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C3). Applications will be considered until June 15, 1998. Applicants are responsible for ensuring that their files, including letters of reference, are complete. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principle of equity in employment. Visit our website <http://www.stmarys.ca>.

DRAMA

MCMASTER UNIVERSITY — Drama. McMaster University invites applications for a nine-month, contractually limited appointment in the School of Arts, Drama & Music, commencing September 1, 1998. The successful candidate will hold the MFA degree in directing or acting, and have ongoing professional experience. Previous documented, successful teaching experience will be considered an asset. Duties will include one full, introductory course in Acting, one intermediate half course in Acting, and one full, senior level course in directing, leading to a term of student productions. The successful applicant will be expected to take part in other aspects of the work of the Drama programme, such as committee participation and/or directing a full-length play. The appointment will be at the rank of Lecturer at a 9-month salary of \$23,000. McMaster University is committed to equal employment and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and members of visible minorities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and landed immigrants. Applications, including curriculum vitae, letters from three referees, and university transcripts should be sent to: Dr. H. Pittwell, Director, School of Arts, Drama & Music, T2H 4K4, McMaster University, Hamilton, Ontario L8S 4M2. Applications received before July 1, 1998 will be assured of consideration.

ECONOMICS

SANIT MARY'S UNIVERSITY — Department of Economics. Applicants are invited for a limited term position (subject to budget approval) commencing September 1, 1998 in the Department of Economics, Saint Mary's University in Halifax. Applicants for the position should possess a Ph.D. (completed or near completion) and a strong interest in teaching introductory and upper level undergraduate courses specifically in the fields of Money & Banking, International Trade & Finance, Economic Forecasting, and Macroeconomics, and should be actively pursuing professional research. Previous successful teaching experience is required. Applicants should send their curriculum vitae, three letters of reference and graduate transcripts directly to: The Selection Committee, Department of Economics, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia B3H 3C3 or by fax: (902) 420-5123. Applications will be accepted until the position is filled. In the first instance, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website <http://www.stmarys.ca>.

ENGINEERING

UNIVERSITY OF TORONTO — Assistant Professor in Civil Engineering (Tenure Stream) in Construction Engineering and Management. The Department of Civil Engineering at the University of Toronto invites applications for a tenure stream position at the Assistant Professor level in the area of construction engineering and management. The appointment will be made September 1, 1998 or as soon as possible thereafter. There is specific interest in candidates with strong research and professional activities and experience in computer modeling, information technology, and/or decision support systems as they relate to construction, infrastructure and/or business performance. Applicants should hold a

MENNO SIMONS COLLEGE

affiliated with the University of Winnipeg

International Development Studies (IDS) Programme

Mennon Simons College invites applications for a continuing appointment at the rank of Assistant Professor. The successful candidate will have a Ph.D. in Development Studies or a related discipline, plus local and/or international field experience. Teaching and research interests could include: development theory and research methods, community development, gender, environment, indigenous peoples and conflict resolution in development. Mennon Simons College is a Christian college rooted in the Anabaptist Mennonite tradition offering IDS collaboration with the University of Winnipeg. Candidates will be evaluated in terms of their potential contribution to the achievement of the college's mission. Appointment will begin as early as possible, no later than January 1999. Applications, including summary letter of applicant's qualifications, C.V., names and addresses (with email addresses) of three referees and one sample of written work should be sent to: IDS Coordinator, Mennon Simons College, 380 Spence St., Winnipeg, MB, R3B 2E9. Application deadline: 30 June 1998. This advertisement is directed to Canadian citizens and permanent residents. Mennon Simons College is committed to the principle of employment equity.

FREDERICTON CAMPUS NURSING

U.N.B. Faculty of Nursing invites applications for 1 tenure-track position on the Fredericton campus, beginning on July 1, 1998. Salary and rank will be commensurate with qualifications and experience. The candidate will be expected to work across the nursing programmes and will be expected to use distance technologies when appropriate.

The preferred candidates will have a graduate degree in nursing, a doctoral degree, current clinical expertise and demonstrated excellence in research and scholarly endeavours. The candidate is required to have a strong background in nursing care of families in the community as well as community as client.

C.V. and references should be forwarded to:

Prof. Penny K. Ericson, Dean
Faculty of Nursing
University of New Brunswick
P.O. Box 4400
Fredericton, N.B. E3B 5A3

Deadline for Application: June 30, 1998



In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK



McGill Vice-Principal (Academic)

The University invites nominations and applications for the position of Vice-Principal (Academic). The appointment, effective 1 July 1999, is normally for a five-year term and may be renewed.

Reporting to the Principal, the Vice-Principal (Academic) has responsibility for 12 academic faculties, the Macdonald campus, the Centre for Continuing Education, Dean of Students, Admissions and Registrar's Office, Summer Studies, Centre for University Teaching and Learning, Centre for Research and Teaching on Women, McGill-Queen's University Press, and the Rutherford Museum.

Candidates should have appropriate scholarly credentials and administrative experience. The ability to communicate effectively in French would be an advantage.

In accordance with Canadian immigration requirements, this advertisement is directed, in the first instance, to Canadian citizens and permanent residents. McGill University is committed to equity in employment.

Nominations and applications, accompanied by a curriculum vitae and the name of three referees, if possible, should be submitted by 1 October 1998 to: Bernard J. Shapiro, Principal and Vice-Chancellor, McGill University, 845 Sherbrooke Street W., Montreal, QC H3A 2T5.

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President and Vice-Chancellor The University of Winnipeg

The University of Winnipeg invites nominations and applications for the position of President and Vice-Chancellor.

The President and Vice-Chancellor is the chief executive officer of the University, a member of the Board of Regents and chair of the Senate. In addition to responsibility for the University's academic and business affairs, other powers and duties may be assigned by the Board of Regents.

The successful candidate will have an acknowledged reputation as a scholar, a respected record of administrative achievement in education, business or public administration, and will possess strong skills in government relations.

The University of Winnipeg is a liberal arts institution located in downtown Winnipeg. Established as a University in 1967 on a foundation built by the Presbyterian, Methodist and later United Churches, the University takes pride in its heritage and maintains an affiliation with The United Church of Canada. Now a provincially-funded institution, The University of Winnipeg currently has 7000 full- and part-time students enrolled in undergraduate courses in Arts, Science, Education and Theology. Additional opportunities for study are provided through our Collegiate, our joint masters and applied programs, and our Continuing Education division. The annual combined operating and capital budget is approximately \$51 million.

Applications are encouraged from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas.

Expected starting date is September 1, 1999 or as close thereto as possible. Salary and terms of office are negotiable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications or nominations with curriculum vitae should be sent by August 3, 1998 to Mr. Jim Lundy at the address shown at left.



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P.O. Box 14
Toronto CANADA M5J 2M4
Fax: 416-598-4328

Director, Centre for Commerce and Administrative Studies Open School of Business™

Athabasca University, Canada's Open University™, invites applications for a Director for the Centre for Commerce and Administrative Studies. The Centre for Commerce and Administrative Studies is responsible for undergraduate programs and courses in Athabasca University's Open School of Business™. The Centre is seeking a dynamic leader to serve as its director. In addition to providing strong academic leadership for the centre, especially in curriculum design, innovative methods of delivery, and the facilitation of scholarly teaching and research, the director is expected to play a major role fostering collaborations and cooperation with business, educational institutions, and government agencies.

The successful candidate will have a Ph.D. in an appropriate discipline, or D.B.A., or an appropriate combination of qualifications and extensive senior management and/or administrative experience. He or she will have a background in management and administrative studies education and have demonstrated academic leadership, preferably, with experience in open and distance learning institutions, including familiarity with on-line and multimedia systems. The director will be expected to have an awareness of the potential of open, distance, and adult education.

Athabasca University, Canada's Open University™, is located in the town of Athabasca, Alberta, with regional offices in Calgary, Edmonton and Fort McMurray. It delivers university education to approximately 14,000 students a year. The Centre for Commerce and Administrative Studies has 25 academic and professional staff, and offers a Bachelor of Administration, a Bachelor of Commerce, and University Certificates in Accounting, Administration, Health Development Administration, Labour Relations, and Computer and Management Information Systems.

Athabasca University is in an attractive rural setting adjacent to the Athabasca River. The University community benefits from the advantages of country living while still having access to the facilities of a modern urban centre, Edmonton, 145 kilometers away. The town of Athabasca has modern medical and educational facilities, a performing arts centre and recreational facilities, and close proximity to lakes and parklands.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Immigration Canada regulations, this advertisement is directed to Canadian citizens and permanent residents.

The appointment, commencing October 1, 1998 (or sooner), is for a five year renewable term and includes a continuing academic appointment.

Send applications, which should include a current resume, the names and addresses of three referees, and a brief outline of what the incumbent would like to achieve in the position, to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3. Further information about this position may be obtained from Dr. Alan Davis, Vice-President, Academic, phone: (403) 675-6185, e-mail: aland@athabasca.ca or fax: (403) 675-6135. The closing date for this position is July 24, 1998.

Athabasca University
Canada's Open University™

*An unwavering commitment to excellence
in research, teaching and service*

Urban and Regional Landscape Design and Planning Faculty of Environmental Design

Applications are invited for an Assistant or Associate position in Urban and Regional Landscape Design and Planning in Environmental Design, a professional, interdisciplinary graduate faculty. This will be a three-year limited term position, commencing January 1, 1999. The applicant will be expected to teach and be involved in interdisciplinary research in the design of urban and regional environments. Candidates should have an educational background in architecture, landscape architecture or urban design. She/he possesses professional experience in one or more of the following areas: urban design, urban development, sustainable design, urban ecology, site planning or other related areas. Experience in GIS and CAD is desirable. Eligibility for membership in the Canadian Institute of Planners is an asset. A Ph.D. or an advanced degree with substantial career experience in planning, design and management of projects, is essential. The faculty member will be expected to teach studio/seminar courses.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Interested candidates should submit the following, not later than August 15, 1998: a curriculum vitae; a brief statement about the types of courses they would like to teach, and the names of three references, to:

Dr. Ronald Wardell, Acting Dean,
Faculty of Environmental Design
University of Calgary,
2500 University Dr NW
Calgary, Alberta T2N 1N4

**UNIVERSITY OF
CALGARY**

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Tel: 613-820-2270 Fax: 613-820-2417
Email: mazz@caut.ca

son of a detailed curriculum vitae and the names of three references to the above address. Applications will be accepted until June 30, 1998, or thereafter until a suitable candidate is found. The appointment will commence September 1, 1998, or as negotiated. Stipend will be commensurate with the applicant's qualifications and experience. Information about the Faculty of Engineering and the Department of Mechanical Engineering can be found at <http://www.uwaterloo.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. **UNIVERSITY OF WATERLOO — Systems Design Engineering.** Applicants are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor. The candidate should possess a Ph.D. and have a strong research record in the areas of Human Systems Engineering and Interface Design or Human Factors, particularly in the context of information technology. The candidate would be expected to take a leadership role in developing a research program and should have a strong computing background. Industrial experience and eligibility for registration in a Professional Engineering Association are desirable. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and participate in further development of his or her research program. Application packages may be requested from Prof. Keith W. Hipel, Chair, Department of Systems Design Engineering, University of Water-

loo, Waterloo, Ontario, Canada, N2L 3G1, or by email to vgriep@postoffice.uwaterloo.ca. The closing date for applications is July 1, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds, with a starting date on or before September 1, 1998.

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence July 1, 1999 or earlier. This position is subject to budgetary approval. Preference will be given to recent PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of the following areas: CAD/CAM, Manufacturing Methods, Computer Visualization, Dynamics and Vibrations. Some industrial experience and a keen interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from <http://www.mae.carleton.ca>. Applications, with a curriculum vitae,

and the names of three referees should be sent to: Professor R. Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6; telephone: (613) 520-6694; fax: (613) 520-5715. Salary will be commensurate with rank and experience. Applications deadline: August 15, 1998. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. **UNIVERSITY OF ALBERTA — Department of Chemical & Materials Engineering.** Applications are invited for a tenure-track position, NSERC Junior Chair in Welding/Corrosion Engineering, at the Assistant Professor level. This position will be available on September 1, 1998 with an annual salary in the \$50,000 - \$55,000 range. Candidates must hold (or expect to receive by September 1, 1998) a PhD in relevance to either welding or corrosion and have some evidence of expertise in the other discipline. The position is an NSERC Junior Chair initially funded by NSERC Corporation of Alberta and the Natural Sciences and Engineering Research Council (NSERC) of Canada. The successful candidate will be expected to develop a viable and productive research program in co-operation with industry and existing staff in the Welding and Corrosion area, particularly for the gas tungsten arc, pulse power, laser, and plasma processes and to develop a paper series. There will also be teaching of graduate level courses in Welding Engineering and undergraduate courses in Materials. Applications and resumes should be requested prior to August 10, 1998. Please include an e-mail address and/or fax number if possible. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Assume, including the names of three referees and their addresses and a statement of current and future research interests, should be sent to: Dr. W. Wark, Department of Chemical & Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. The University of Alberta is committed to the principle of equality in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal peoples, visible minorities, and members of visible minorities.

MCILL UNIVERSITY — A Postdoctoral Fellow is needed soon in the area of Fluid-Structure Interactions, preferably with some experience in experiments, to work with Professor Michael P. Padoxos, Department of Mechanical Engineering, McGill University, Montreal, Canada. Two graduate students with similar interests, to work on projects with aerospace and power generation applications, are also sought. Reply by e-mail to: margy@medeng.mcgill.ca

ENGLISH

UNIVERSITY OF NEW BRUNSWICK — The Department of English at the University of New Brunswick in Fredericton invites applications for a probationary tenure-track position in Canadian Literature at the rank of Assistant Professor, effective 1 July 1999 and subject to final budgetary approval. In addition to teaching in the introductory programme, the successful candidate will be required to teach Canadian Literature courses at both the advanced and graduate levels and to supervise graduate work in the field. Candidates must hold the PhD in any area of Canadian Literature and must be able to demonstrate a strong commitment to research and teaching. Secondary qualifications are one or more of the following areas: Canadian literature, Renaissance, non-dramatic, 19th Century American, 18th Century British, Drama, Production, and Creative Writing. Interested individuals should send three referees to send letters and should themselves forward a curriculum vitae, a transcript of academic record, and a detailed letter of application to: Dr. Roger Plouffe, Chair, Department of English, The University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. The deadline for applications is 13 November 1998. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada only. The University of New Brunswick is committed to the principle of employment equity.

McGill NMR Instrumentation Manager, Chemistry

Applications are invited for the position of Manager of the Magnetic Resonance (Liquids) Facility in the Department of Chemistry at McGill University. This Facility contains the major research and teaching instruments. At present, the Facility is composed of five spectrometers ranging in the field from 200 to 500 MHz. Responsibilities will include supervising and training of students and researchers in the use and applications of the research and teaching instruments, advising on the maintenance and upgrading of the equipment, supervising the day-to-day operation of the Facility including the scheduling of usage, developing of sample handling methods and in general ensuring efficient service. The successful candidate will preferably have a Ph.D. in Chemistry with a demonstrated expertise in the utilization and development of NMR spectroscopy. Superior oral and written communication skills are essential. The initial appointment will be for a term of three years, renewable upon mutual agreement, with compensation commensurate with experience. The successful candidate will be expected to participate in the teaching of one NMR-related course per year. The recent acquisition of funds to purchase a state-of-the-art 300MHz spectrometer and other critical upgrades will allow the Department to move into new areas of opportunity and establish a leading facility in major analytical instrumentation. The Instrumentation Manager will be a driving force for this exciting transition.

McGill University, situated in the heart of Montreal, is one of the oldest and most widely recognized universities in Canada, with an international reputation for education and research excellence. More information about the Department of Chemistry and Montreal can be obtained from our Website (<http://www.mcgill.ca/chemistry>).

McGill University is committed to equity in employment. The appointment's starting date is September 1, 1998 or earlier.

A curriculum vitae and publications list along with the names of three referees should be sent to: Professor I.S. Butler, Department of Chemistry, McGill University, 801 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6.

POSITION IN INTERNATIONAL DEVELOPMENT PLANNING

The Faculty of Environmental Design, a graduate professional interdisciplinary unit, invites applications for a tenure track Assistant Professor who will guide students in the faculty at progressive levels of expertise, through a range of international development knowledge and issues. The successful applicant will teach at least one course in international development and contribute to several courses in the Faculty. In addition, we expect the successful applicant to ensure that the international development dimensions of our environmental design practice (design, management, planning and policy making) are represented in our major faculty wide core courses through case studies and illustrations of international practice. This position will commence on January 1, 1999.

The applicant will also be expected to develop a course or courses in his/her particular area of international development practice. The applicant will have a Ph.D. focused on international development planning. We also expect the successful applicant to be involved in international practice and to collaborate with other researchers within the University.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Applicants should submit the following documentation not later than August 15, 1998: a letter of application; a curriculum vitae; the names, addresses, phone numbers or email addresses of at least three referees; and a detailed description of teaching, research and professional interests, to:

Walter Jamieson, Ph.D., ACP, MCIP
Associate Dean (Research and Outreach),
Faculty of Environmental Design,
University of Calgary,
2500 University Drive NW,
Calgary, Alberta, Canada, T2N 1N4

**UNIVERSITY OF
CALGARY**

www.ucalgary.ca

ANNONCES CLASSÉES

ETUDES FRANÇAISES

UNIVERSITÉ DE MONTREAL — Faculté des arts et des sciences, Département d'études françaises. Professeurs pour la chaire d'études françaises. Le Département d'études françaises de la Faculté des arts et des sciences de l'Université de Montréal recherche une professeure ou un professeur adjoint(e) ou récemment appelé(e) de l'enseignement français spécialisé dans un ou plusieurs des domaines suivants: Magistère, Afrique subsaharienne et Antilles, Expérience secondaire dans un autre champ des études littéraires. Fonctions: enseignement au troisième cycle; direction de mémoires de maîtrise et de thèses de doctorat; activités de recherche (publications, colloques); participation à l'administration. Exigences: doctorat dans la spécialité; parfaite maîtrise de la langue française orale et écrite. Traitement: selon la convention collective. Date d'entrée en fonction: 1er janvier 1999. Les personnes intéressées doivent faire parvenir leur curriculum vitae accompagné de leurs publications et de trois lettres de recommandation, au plus tard le 1er septembre 1998, à: M. Michel Pienzo, directeur, Département d'études françaises, Université de Montréal, C.P. 6128, succursale Centre-ville, Montréal (Québec) H3C 3J7. Conformément aux exigences précitées en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'université s'engage à employer d'office à l'égalité en emploi pour les femmes.

FINANCE & MANAGEMENT SCIENCE

SANT MARY'S UNIVERSITY — Finance and Management Science. Saint Mary's University invites applications for a part-time, nine-month limited term in Finance and a tenure-track position commencing September 1998 (subject to budgetary approval). For the part-time and nine-month limited term positions, candidates must possess a Master's degree in the relevant area. For the tenure track position, candidates must possess a PhD, or be near completion. Applicants in all areas of Finance will be considered (although preference will be given to those specializing in Real Estate). For all positions, evidence of strong teaching effectiveness is an asset. Applications (including curriculum vitae, working papers, teaching evaluations and three letters of reference) should be forwarded to: Dr. Franco Bozang, Chair, Department of Finance and Management Science, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, NS B3H 5C5. Fax: (902) 435-5121. Applications considered until position is filled. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website at www.smys.ca.

HISPANIC & ITALIAN STUDIES

UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies at the University of Victoria (www.uvic.ca), invites candidates

with a completed M.A. in Spanish, native or near native proficiency in Spanish and English, and post-secondary teaching experience to apply for a seasonal appointment from September 1, 1998 to April 30, 1999, to teach all levels of Spanish Language. Applicants must include a full curriculum vitae, a transcript of academic record, the names of three referees (who should write directly to the Department Chair), outlines and syllabi of courses taught, and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent, or faxed, to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3455, Victoria, British Columbia, V8W 3P4. Fax number: (250) 721-6608. Applications will be accepted until the position is filled.

UNIVERSITY OF VICTORIA — The Department of Hispanic and Italian Studies, University of Victoria (www.uvic.ca), invites candidates with training in Spanish Language Acquisition and Translation and a strong commitment to both Modern Peninsular and Latin American Literature to apply for a full-time tenure-track position at the rank of Assistant Professor effective 1 July 1999, subject to budgetary approval. This is an entry level position. Candidates should hold a completed PhD, have a native or near-native fluency in Spanish and English, and a strong commitment to teaching and research. Duties will include teaching Language and Peninsular and Latin American Literature, Culture and Civilization courses. Applications must include a full curriculum vitae, a transcript of academic record, the names of three referees (who should write directly to the Department Chair), publications (or samples of scholarly work), and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent, or faxed, to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 3455, Victoria, British Columbia, V8W 3P4. Fax number: (250) 721-6608. Applications will be accepted until November 10, 1998.

HISTORY

UNIVERSITY OF SASKATCHEWAN — Department of History, Assistant Professor. The Department of History at the University of Saskatchewan invites applications for a two-year term position in any specialization in Late Medieval and/or Early Modern Continental Europe.

pean History, beginning July 1, 1998 at the assistant professor level. PhD and publications are strongly preferred. Evidence of good teaching is particularly invited. Applicants should submit a letter of application, CV, and other supporting material. They should also arrange to have three confidential letters of reference sent directly to Bill Waiser, Head, Department of History, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5. Fax: (306) 966-5852. Email: hwaiser@usask.ca. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Application deadline is July 1, 1998.

HUMAN NUTRITION

UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science at the University of Alberta invites applications for a tenure track Assistant/Associate Professor position in Human Nutrition. Responsibilities for this position include: 1) teaching human nutrition at the undergraduate and graduate levels, and 2) establishing an independent research program that applies biochemical and molecular techniques to studying the association between nutrients and health. The Department of Agricultural, Food and Nutritional Science has excellent nutrition and metabolism research facilities with a research focus on metabolism and utilization of nutrients at the whole body, tissue and cellular level, as well as applied aspects of nutrition and human health (for further details see www.alberta.ca). The successful candidate will have demonstrated leadership ability and is expected to develop a strong collaborative research program within the Department and with appropriate researchers in the Faculty.

University of Alberta Edmonton



Alberta Conservation
Association
Funded by Alberta Agencies, Businesses,
and Other Conservationists

Chair in Fisheries and Wildlife Alberta Conservation Association

The Department of Biological Sciences in the Faculty of Science invites applications for the Alberta Conservation Association Chair in Fisheries and Wildlife. Candidates must have an outstanding internationally recognized record of achievement in research in some aspect of fisheries and/or wildlife biology. The Chairholder will be expected to provide leadership for a major research and teaching program in applied fisheries and wildlife biology, in support of the goals of the Alberta Conservation Association for a long-term sustainable resource in Alberta. The program will be diverse but will include examination of the ecological and socio-economic role of consumptive use of natural resources as a fisheries and wildlife management tool. Appointment will be at the level of Full Professor, adding to our already strong ecology and environmental biology research groups. The effective

date of employment will be January 1, 1999 or as soon as possible thereafter. Candidates should forward a curriculum vitae, list of publications, a brief statement of research interests and the names of three referees to: Dr. S.E. Jensen, Chair, Department of Biological Sciences, CW 405 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada T6G 2E9. E-mail: susan.jensen@ualberta.ca. For additional information about the Department see: www.biology.ualberta.ca. Closing Date: October 15, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.



ASSISTANT PROFESSORSHIP DEPARTMENT OF MATHEMATICS

The Department of Mathematics at the University of British Columbia is seeking outstanding candidates for at least one tenure track Assistant Professorship to begin 1 January 1999 or 1 July 1999. Our highest priority is for candidates in Number Theory, Arithmetic Geometry or Algebraic Geometry. Applicants should have a proven record of research of high quality and have demonstrated interest and ability in teaching. Selection criteria include potential interactions and contributions to the research interests of the Department and its educational programs. Preference will be given to candidates who have at least one year of postdoctoral experience. Each position is subject to final budgetary approval. The salary will be commensurate with experience and research record. Applicants should send a current cv including a list of publications, statements of research and teaching interests and arrange for three letters of recommendation to be sent directly to:

Professor George Bluman, Head
Department of Mathematics
University of British Columbia
#121-1994 Mathematics Road
Vancouver, BC, Canada V6T 1Z2

Applications must be received before October 1, 1999.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

TechBC is British Columbia's newest public university. Scheduled to offer programs in the Fall of 1999, we will utilize both physical and virtual campuses to develop the leaders and innovators of the 21st Century. To ensure our success, we need people who embrace constantly evolving technologies; entrepreneurial individuals with the creativity needed to help design the next step in educational excellence.

Working with IMAGINATION

DIRECTOR, STUDENT SERVICES & REGISTRAR

This position will be responsible for all aspects of student admissions, registration, administration, liaison and awards, and student support. It includes developing policies in all these areas of responsibility for approval by the President and Board and working closely with senior staff to integrate and coordinate these activities with academic programming and other administrative functions.

TechBC is seeking a creative, service and results oriented individual who possesses the capability to work with the University team to develop the required systems and infrastructure in a creative, effective and cost efficient manner. The successful candidate will possess a graduate degree or equivalent, have 10 years of progressive and related experience with 5 years of senior experience in a University Registrar's office. You will be fully computer literate and have a desire to work in a highly motivated and team-oriented environment.

More detailed information is available at www.tu.bc.ca

Forward your resume to:

Human Resources
TechBC #101 10334 152A St.
Surrey, BC V3R 7P8
Fax: (604) 586-5250
E-mail: personnel@tu.bc.ca

TechBC is committed to the principle of equity in employment and welcomes applications from all qualified individuals.

TechBC

TENURE TRACK POSITIONS

ADVANCED
PRACTICE
NURSING

UNBC
UNIVERSITY
OF NORTHERN
BRITISH COLUMBIA

The University of Northern British Columbia invites applications for three tenure track faculty positions in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with foci in the areas of: Community Health, Continuing Care, Aboriginal Health, and Rural Nursing. The Program offers a four year BSN in collaboration with the College of New Caledonia, a post diploma BSN and a nursing stream within an interdisciplinary MSc in Community Health. Planning is under way for a program in expanded and advance practice for rural and remote communities.

You will have a strong clinical background/clinical expertise in rural, outpost, community health, continuing care, Aboriginal nursing or primary care nursing. Ideal candidates will have a doctoral degree or equivalent with at least one degree in nursing. You will be eligible for registration with the RNABC and will have teaching experience along with evidence of scholarship. Family Nurse Practitioner Certification would be an asset for two of the positions. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Rank and salary are commensurate with education and experience.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) by July 15, 1998: Dr. Deborah Poff, Vice President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: 250-960-7300. Inquiries may be made to: Dr. Martha MacLeod, Chair, Nursing Program, macl@unbc.ca.

In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

CLASSIFIEDS

of Medicine, the Northern Alberta Home National Support Program, Cross Cancer Institute and Centre for Health Promotion Studies. In addition the incumbent will play a key role in strengthening linkages with industry as part of the Department's "Food for Health" program. Qualifications include a PhD in Human Nutrition or related science, postdoctoral experience or an established research program and demonstrated excellence in teaching. The Department of Agricultural, Food and Nutritional Science offers undergraduate degrees in Nutrition and Food

Science and graduate degrees at both the MSc and PhD levels. The faculty emphasizes excellence in teaching: evidence of novel approaches and interest in alternative (non-traditional) teaching methods are an asset. Salary will commensurate with experience at the level of Assistant/Associate Professor. The 1998/99 salary range for Assistant Professor is \$40,638 - \$51,510 and for Associate Professor is \$50,400 - \$72,152. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens

and permanent residents cannot be found, other individuals will be considered. Interested applicants should submit their curriculum vitae, names of three referees, a list of publications, and a statement of research and teaching interests by August 1, 1998 to Dr. John J. Kennedy, Chair, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, T6G 2P5. For further information on the position contact Dr. Kennedy at tel: (403) 492-2131; fax: (403) 492-4265; e-mail: john.kennedy@ualberta.ca or visit our web site. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

In design would be an asset. The School has an excellent reputation for the capabilities of its industrial design graduates. The four-year program leads to a Bachelor of Industrial Design (BID) degree. The School is currently developing strengths in the areas of Design and Business, Interaction Design and Visual Communication. The successful candidate will be expected to play an active role in one or more of these developing areas. Applications, with a curriculum vitae, a design portfolio (slides of own and student's work, max. 25 slides), any research documentation and the names and contact numbers of three referees should be sent to Professor Martin de Leeuw, Director, School of Industrial Design, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6; Telephone: (613) 520-5622; fax: (613) 520-4655; E-mail: martin.deleeuw@carleton.ca. Information on the School and its programs can be found on the School's Website: www.sdi.carleton.ca. Salary will be commensurate with rank and experience. Application deadline: June 30, 1998 or until filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

Medical Director for the Spinal Cord Injury Program based at the Health Sciences Centre. This will be a geographical full-time, contingent position for the rank of Assistant Professor. The position encompasses clinical and ambulatory patient care and responsibility for the overall operation of the Program. Other clinical opportunities exist for activity in electromyography, other areas of Physical Medicine and Rehabilitation, and consulting services to other Winnipeg hospitals and to a tertiary-level position at the level of Assistant Professor with expertise in the area of the physiological basis for disease and injury related to physical activity. Candidates should have demonstrated teaching and research ability to solve problems related to the interaction of research with disease and injury. We are seeking for expertise that can complement existing strong basic science teaching and research programs in cardiorespiratory and/or muscle physiology and extend these programs to clinical applications. The candidate must be licensed to practice medicine in the Province of Ontario. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contacts to support their research program and graduate students. Opportunities for clinical practice also are available through the Faculty of Applied Health Sciences Research Clinic. Salary is commensurate with qualifications and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological sciences. The Department's mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The Department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the position, commencing September 1, 1998. Applicants should have a PhD in Japanese, and a M.A. or equivalent qualification in a relevant field. Duties will include teaching intensive introductory credit courses in Japanese, and participating in the development of curriculum and teaching and testing materials. Applicants should send a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Ron Brown, Acting Head, Section of Physical Medicine & Rehabilitation, Room 684-13A, Rehabilitation Hospital, 600 Sherbrook Street, Winnipeg, Manitoba, R3A 1M4. Closing date for receipt of applications is July 15, 1998.

encourage applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

KINESIOLOGY

UNIVERSITY OF WATERLOO - The Department of Kinesiology at the University of Waterloo seeks outstanding physical scientists for a tenure-track position at the level of Assistant Professor with expertise in the area of the physiological basis for disease and injury related to physical activity. Candidates should have demonstrated teaching and research ability to solve problems related to the interaction of research with disease and injury. We are seeking for expertise that can complement existing strong basic science teaching and research programs in cardiorespiratory and/or muscle physiology and extend these programs to clinical applications. The candidate must be licensed to practice medicine in the Province of Ontario. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contacts to support their research program and graduate students. Opportunities for clinical practice also are available through the Faculty of Applied Health Sciences Research Clinic. Salary is commensurate with qualifications and experience. The Department of Kinesiology is expanding clinical applications of its teaching and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an interdisciplinary department with expertise spanning the social to biological sciences. The Department's mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The Department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the position, commencing September 1, 1998. Applicants should have a PhD in Japanese, and a M.A. or equivalent qualification in a relevant field. Duties will include teaching intensive introductory credit courses in Japanese, and participating in the development of curriculum and teaching and testing materials. Applicants should send a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Ron Brown, Acting Head, Section of Physical Medicine & Rehabilitation, Room 684-13A, Rehabilitation Hospital, 600 Sherbrook Street, Winnipeg, Manitoba, R3A 1M4. Closing date for receipt of applications is July 15, 1998.

JAPANESE

CARLETON UNIVERSITY - School of Linguistics and Applied Language Studies. Subject to budgetary approval, applications are invited for an eight-month term position at the level of instructor I to teach Japanese, commencing September 1, 1998. Applicants should have a PhD in Japanese, and a M.A. or equivalent qualification in a relevant field. Duties will include teaching intensive introductory credit courses in Japanese, and participating in the development of curriculum and teaching and testing materials. Applicants should send a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Ron Brown, Acting Head, Section of Physical Medicine & Rehabilitation, Room 684-13A, Rehabilitation Hospital, 600 Sherbrook Street, Winnipeg, Manitoba, R3A 1M4. Closing date for receipt of applications is July 15, 1998.

JEWISH STUDIES

UNIVERSITY OF WATERLOO - The Faculty of Arts at the University of Waterloo, invites applications for a tenure-track Assistant Professor position in Jewish Studies. The salary and starting date of this endowed position are contingent upon funding. The anticipated start date is January 1, 1999. The successful candidate will have a PhD in Jewish Studies and an excellent scholarship and teaching record. Duties will include teaching at the undergraduate level and the development and promotion of the Jewish Studies program at the university as well as in the larger community. Applications accompanied by a curriculum vitae and the names and addresses of three referees should be sent by September 30, 1998, to Dr. Paul Sochen, Chair, Dean's Advisory Committee on Jewish Studies, McLaughlin Building, University of Waterloo, Waterloo, Ontario N2L 3G1 Canada. Fax 519-725-6554. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo

LAND RESOURCE SCIENCE

UNIVERSITY OF GUELPH - Agricultural and Forest Meteorologist. The Department of Land Resource Science, Ontario Agricultural College, University of Guelph, is seeking an Assistant Professor position in Land Resource Science (optional tenure track) with responsibilities for both undergraduate and graduate education in agricultural and forest meteorology. Specialization in micrometeorological theory and modelling with application to agricultural and/or forest systems is required; special interest in the development and diffusion of gases, odours and agricultural chemicals. Field experience with micrometeorological measurements is also required. The Agricultural Meteorology Group at the University of Guelph has several field stations available for micrometeorological research over field crops, trees and forest surfaces. Laboratory and controlled environment facilities are also available. The Group maintains and develops a suite of instrumentation for measurement of standard meteorological variables, turbulent fluxes, and energy and mass fluxes. Interdisciplinary research

INDUSTRIAL DESIGN

CARLETON UNIVERSITY - School of Industrial Design. Applicants are invited for a ten (10) month term position (with leave track possible) at the Assistant Professor level in the School of Industrial Design to commence August 1, 1998. The position is subject to budgetary approval. The School seeks a team player who has a minimum of five (5) years industrial design practice. A professional undergraduate degree in industrial design and an advanced degree in the same or closely related field are required. Candidates will be evaluated on the basis of demonstrated ability in teaching, research and design. The successful candidate will teach studio and/or courses in design history, design methodology and/or design theory. Proficiency in the use of computers

INTERNAL MEDICINE

UNIVERSITY OF MANITOBA - The Section of Physical Medicine and Rehabilitation, Department of Internal Medicine, University of Manitoba, invites applications for the position of

CHAIR IN ECONOMIC GEOLOGY

Applications are invited for the Chair in Economic Geology to be appointed at the Assistant Professor level. The position is at this time supported for a 4 year term. As a priority position within the Department and Faculty of Science, it is intended to establish the Chair as a tenure-track position at the earliest possible date. Responsibilities will include undergraduate and graduate teaching covering resource exploration, evaluation and development. The Department of Geology supports Geology, Engineering Geology and Geochemistry and Geological Engineering programs, to which a faculty contribute. The Department is particularly seeking a candidate who can integrate into and complement existing research interests. Candidates must have a PhD at the time of appointment, with a strong background in some aspect of mineral deposits geology (e.g. mineral exploration science, stable isotopes, ore genesis). The successful candidate is expected to develop a research focus on mineral deposits and other economic resource geology topics through an externally-funded research program.

The Department of Geology is involved in rejuvenation of its faculty and anticipates significant opportunities for the successful candidate. Research facilities include microprobe, analytical SEM & TEM, XRD, high-temperature geochemistry lab, AA/graphite furnace/CP and GIS lab.

Given suitable candidates, this position is available as of July 1, 1998. It is intended to fill the position by January 1, 1999.

Applicants are asked to provide a curriculum vitae, a statement of teaching and research plans, and arrange for three letters of recommendation to be sent directly to:

Dr. Joseph C. White
Chair, Department of Geology
University of New Brunswick
2 Bailey Drive
Fredericton, NB E3B 5A3
CANADA

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK



CELL BIOLOGIST Department of Biology

The Department of Biology invites applicants for a new tenure-track position at the Assistant Professor rank in Cell and/or Developmental Biology. The successful candidate will be expected to develop a strong research program and to contribute to teaching in a core course in cell biology, as well as to develop and contribute to senior undergraduate and graduate courses in his/her area of specialization e.g. developmental biology, cellular physiology. Experience in microscopical techniques will be an asset. The Department of Biology and Biochemistry are jointly strengthening their cell and molecular biology programs through an appointment to this Department; the Cell Biologist will be cross-appointed to the Department of Biochemistry. The Department also has strong ties and a joint graduate program with the Ocean Sciences Centre at Memorial.

Applications containing an outline of research and teaching strengths, curriculum vitae and a maximum of five representative publications should be directed to Dr. Murray H. Colbo, Head, Department of Biology, Memorial University, St. John's, Newfoundland, Canada, A1B 3X9, by July 2, 1998. Three letters of reference should be sent to the same address.

Short-listed candidates will be expected to provide an NSERC-type research proposal. Enquiries can be directed to mcolbo@mun.ca. www.mun.ca with additional information on Memorial University available at www.mun.ca.

Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



GEOGRAPHY/ENVIRONMENTAL STUDIES Sir Wilfred Grenfell College

Sir Wilfred Grenfell College invites applications for a nine-month teaching term appointment in Geography/Environmental Studies that will commence on 1 September 1998. This position will support an interdisciplinary Environmental Studies B.A. programme and the initial years of a bachelor's programme in Geography. Candidates with a broad background in human geography and the capacity to teach both economic and cultural geography will be considered. Some experience in such areas as geographic information systems, remote sensing, risk assessment and quantitative methods would be a distinct advantage. PhD or near completion required.

The appointment will be made at a junior level. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. This appointment is subject to budgetary approval.

Sir Wilfred Grenfell College, which is a campus of Memorial University of Newfoundland, offers four-year B.A. programmes in Environmental Studies, English, Psychology, Historical Studies, and Cognitive Studies. It offers a B.Sc. in Environmental Science and B.F.A. programmes in Theatre and Visual Arts. It also teaches the first two years of Memorial University's arts and science curriculum. For further information on Sir Wilfred Grenfell College visit our website at: www.swg.mun.ca.

The college is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) has excellent recreational and cultural facilities and overlooks the Bay of Islands, affording a spectacular view of the Blomidon Mountains. The City is situated some eighty kilometers from Gros Morne National Park and ten kilometers from the Marble Mountain downhill ski resort.

A letter indicating the position applied for, together with a curriculum vitae, a teaching dossier including a philosophy of teaching, and the names of three referees should be submitted to:

Dr. Tom Daniels, Acting Vice Principal
Sir Wilfred Grenfell College
Memorial University of Newfoundland
Corner Brook, NF A2H 6P9
Fax: (709) 637-6390

Memorial University is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada.

Deadline for Receipt of Applications: June 30, 1998 or until position is filled.



The University of Waterloo invites applications and nominations for the position of

DEAN OF THE FACULTY OF ARTS

The Faculty of Arts is the largest of UW's six academic faculties. Its 15 academic units offer seven doctoral, 14 master's and 27 honours programs in a wide range of disciplines in Accounting, the Fine and Performing Arts, the Humanities and the Social Sciences. The Faculty of Arts currently has approximately 400 graduate students, 4000 full- and 3000 part-time undergraduates, a faculty complement of 197. The Faculty attracts many of the best Arts students in the province. The main objectives of the Faculty are to provide undergraduate students with a liberal education and to engage in advanced graduate education and research in a broad range of disciplines. The Faculty of Arts is unique in offering co-operative education to honours students in all disciplines through its Applied Studies program and in mounting one of the largest distance education programs in North America.

The successful candidate will have a proven record of scholarship, teaching and administration in order to qualify for a tenured appointment at the senior level. Applications and nominations are to be submitted at the earliest convenience, but no later than July 24, 1998. They should be accompanied by: an up-to-date curriculum vitae; a brief statement of interest; the names and addresses of three referees; a position to comment on a candidate's academic credentials and administrative experience; and should be directed, by mail or fax (519-888-6337), to:

Emily Barnes
Associate University Secretary
Needles Hall
University of Waterloo
Waterloo, Ontario
N2L 3G1

Applications and nominations will be treated in confidence. The initial five-year appointment will begin on July 1, 1999 or as soon as possible thereafter.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

The full text of Policy 45 - The Dean of a Faculty - is available electronically on the Web <http://www.adm.uwaterloo.ca/InfoSec/Policy45.htm>.

DIRECTOR, UBC CENTRE FOR DISEASE CONTROL Faculty of Medicine The University of British Columbia

Applications are invited for the position of Director of the University of British Columbia Centre for Disease Control (UBCCDC). This person will also hold an appointment as a Medical Director of the BC Centre for Disease Control Society (BCDCS).

The UBCCDC, a recently established academic centre in the Faculty of Medicine, will be the provincial centre of excellence in support of the surveillance, control and prevention of communicable diseases, and an internationally recognized centre linking academia, government, and health organizations in the understanding, management and prevention of communicable diseases of public health significance. The Centre will include research, education and policy development in support of the provincial programs in epidemiology services, HIV and sexually transmitted diseases, tuberculosis and the Provincial Laboratory.

The responsibilities of the Director include: providing academic leadership and long-term direction to the UBCCDC, facilitating and directing the development of a world class research program, fostering academic endeavors, developing and leading educational programs, and collaborating with the BCDCS Chief Operating Officer for the coordination of Policy Advice and Issues Management. The Center Director will report to the Dean of Medicine, UBC, for academic matters and to the Chief Operating Officer of the BCDCS Society regarding service and policy matters.

The successful candidate must be eligible for registration with the College of Physicians and Surgeons of BC and must be a Fellow of the Royal College of Physicians and Surgeons of Canada in a discipline relevant to the work of the UBCCDC. Academic (full-time) rank and salary will be commensurate with qualifications and experience. This will be a grant funded position.

Qualified applicants are invited to submit their curriculum vitae, the names of three referees, and a covering letter, to: Dr. John A. Cairns, MD, FRCP, Dean, Faculty of Medicine, University of British Columbia, Room 317, 2194 Health Sciences Mall, Vancouver, BC, Canada V6T 1Z3

Deadline for submission of applications is July 31, 1998 and the anticipated start date is January 1, 1999.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.



ANNONCES CLASSÉES

is encouraged with University colleagues in areas such as research, resources management, environmental engineering, crop conservation and plant protection. In addition to teaching and graduate research in micrometeorology, responsibilities will include some university courses in physical and dynamic meteorology. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Curriculum vitae and pertinent details of academic program, names of three referees, and a list of publications should be sent to: D. J. Gillespie, Chair, Department of Resource Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. This appointment is subject to final budgetary approval. Closing date is July 31, 1998. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

LIBRARY

YORK UNIVERSITY LIBRARIES — Adjunct Archivist. York University Libraries invite applications for the position of Archivist from October 1, 1998 to September 30, 2000. Responsibilities include reference and research services in Archives and Special Collection and the appraisal, arrangement, description and control of University Archives from October 1999 to September 2000. The Adjunct Archivist will serve as Acting Head of Archives and Special Collections. York University is the largest university in Canada serving a population of approximately 50,000 students from diverse cultures. York University Archives and Special Collections house 610 meters of university records; over 1500 meters of private and institutional papers and an extensive collection of non-textual materials. Special Collections has over 20,000 volumes pamphlets. Qualifications: ALA accredited M.L.S. or postgraduate degree in a relevant discipline with formal archival training. Demonstrated experience in processing and managing archival and special collections and project management including some supervisory experience. Experience in records information management. Effective oral and written communications skills, ability to maintain effective working relationship with University officers, colleges and other departments. University is implementing a policy of employment equity including affirmative action for women faculty in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This is a contract position to be filled at the Adjunct Archivist level and is appropriate for a librarian/archivist with three to five years experience. This position is included in the York Faculty Association bargaining unit. The anticipated salary level is mid to high \$6s. Preference will be given to applications received before July 31, 1998. Applications including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the name of two referees should be sent to: Chair, Adjunct Archivist Appointment Committee, York University, 310 Scott Library, 4700 Keele Street, North York, Ontario M3J 1P3; (416) 736-5451 Ext. We appreciate all applications but are unable to acknowledge them individually. Only candidates being considered for an interview will be contacted.

THE UNIVERSITY OF NEW BRUNSWICK invites applications for the position of Reference/Instruction Librarian in the Ward Ogilvie Library on the Saint John Campus. Responsibilities: The primary responsibility of this position is to provide a full range of reference and instructional services. Responsibilities include: providing general reference and information services during evening hours and weekends; library orientation and bibliographic instruction sessions, assisting users with print and electronic resources; participation and assistance in continuing development of library web site; participation in collection development; supervision of student assistants. In conjunction with other departments in Information Services & Systems, responsibilities also include coordination and delivery of training programs and preparation of documentation, during the period from May to September. Qualifications: Masters degree in library or information science from an ALA accredited institution is required. The successful candidate must have: excellent working knowledge of electronic information resources; strong service orientation, interpersonal skills and the ability to relate well to various constituencies, including students, faculty, general public, and coworkers. Excellent instruction, analytical and communication skills are required. The position also requires exposure to a wide range of applications software and a familiarity with computers in a networked environment, as well as the demonstrated ability to adapt successfully to a rapidly changing environment. Must be able to work evenings and weekends. Salary and Rank: This position will be filled at the rank of Librarian I. The salary range is \$31,220 - \$38,516. The Saint John campus of the University of New Brunswick, located in Tucker Park overlooking the beautiful Kenebecasis River Valley, is a growing campus which serves a population of 2,000 full time students and a large number of part-time students. The library, with a staff of 5 professional librarians and 12 support staff, is part of a combined unit, Information Services & Systems, which also consists of Computing and Audiovisual Services. Visit the library's home page at: <http://www.library.unb.ca/librarians.htm>. The position is available August 1998. Applicants should send a letter of application, resume and names of three referees by June 8, 1998 to: Susan H. Collins, Director of Information Services & Systems, University of New Brunswick, P.O. Box 5050, Saint John, NB A2L 4L5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

THE UNIVERSITY OF MANITOBA LIBRARIES — Invites Applications for the Position of Head, E.K. Williams Law Library. Reporting to the Director of Libraries, the successful candidate will be responsible for the overall operation of the library in all its aspects, including administration of the facilities, policy formulation, collection development, budget preparation and control, physical facilities planning, library user services, supervision of staff and staff development. The incumbent may also carry an academic rank in the Faculty of Law and be required to teach a course in their program. Qualifications: A degree from an ALA-accredited library program. A background in law in the use of legal materials is required, an LL.B. or J.D. degree highly preferred. At least ten years of relevant professional experience, including several years of administrative experience. Ability to manage and organize, qualities of leadership and excellent communication skills are

essential. Candidates must exhibit a well-developed understanding of the role of new technologies in libraries and are expected to participate in professional development and relevant professional activities. Effective Date: As Soon As Possible. Rank and Salary Range: Commensurate with qualifications and experience. Associate Librarian \$48,973 - \$63,877 CDN per annum. This position has a two-year planning period. Librarians enjoy academic status and are appointed to one of four ranks: General, Assistant, Associate and Librarian, with possibility of promotion. The filing of the position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment for all specially designated areas. In accordance with Canadian immigration requirements, preference will be given to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three referees, by July 15, 1998 to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

THE UNIVERSITY OF MANITOBA LIBRARIES — Invites Applications for Two Full-time Positions. Head, Fr. Harold Drake Library, St. Paul College, Head, St. John's College Library. Both of these positions of Head are 5 FTE appointments. Each incumbent is responsible to the Director of Libraries for the overall operation of the library in all its aspects, including recommendation on staff appointments, promotions, transfers, terminations; planning, budgeting and accomplishment of the workload, and training and supervision of staff. He/she formulates policies for the College Library in consultation with Libraries Administration and administers the implementation of these policies. He/she develops and maintains an understanding of the teaching programs of the College and, on the basis of that understanding, plans for the future development of that College Library and its services. He/she is responsible for developing the College Library's collections in appropriate subject fields. He/she is responsible for developing and providing library services, including all aspects of user services. He/she serves as liaison between the library user and the library system, interpreting user needs to Libraries Administration and library policy and participating with the heads of other library units in the development of major library policy recommendations; undertakes specific projects and serves on library, College, and

university committees as appropriate. The incumbent is an administrative officer of the College with higher library services. Qualifications for each position: A degree from an ALA-accredited library program is essential. An undergraduate subject degree in a field related to the College library's services, such as English and/or Canada literature, history, theology or philosophy. Five years successful experience in an academic research library in progressively responsible positions. Demonstrated management experience, including planning services, organizing physical spaces, budget administration and directing staff. Experience with reference services, bibliographic instruction, and collection development. Demonstrated knowledge of library information services, emerging electronic information sources, and their application to libraries. Experience with CD-ROM, online database, and Internet searching. Each successful candidate is expected to participate in professional development and relevant professional activities. Effective Date: January 1, 1999 Rank and Salary Range: Assistant Librarian, \$50 FTE: \$19,499.50 - \$25,431.50 per annum. The filing of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications to each position will be considered independently. Submit application, including letter to which position the applicant is applying, organization, including resume, salary expectations and the names of three referees, by July 15, 1998, to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB R3T 2N2.

UNIVERSITY OF GUELPH — Information Services Librarian, Science and Technology. The University of Guelph Library requires an innovative professional librarian to join our Science and Technology Information Services team. The team is responsible for Academic Library, Information Literacy, Reference, Collection Management/Development and Community Needs Assessment in the sciences. The library values service, responsiveness to user information needs and accountability to our community. Our team approach stresses shared goals, participatory decision making, and positive collaboration with the University Group of Libraries and our other academic partners. The ideal candidate will demonstrate excellent verbal and written communication skills

and the interpersonal skills required to work with individuals and in a team environment. A current knowledge of the impact of technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would provide valuable in working with faculty and graduate students. This is an academic appointment and the successful candidate will be expected to participate in appropriate professional and scholarly activities. Required qualifications include an ALA-accredited Master's degree in library and information science and a Master's degree in a discipline related to the life sciences. This position will

be filled at the Librarian I level (an entry level position). The annual salary is \$38,287 per year. Filing this position is subject to budgetary approval. We anticipate filling this position by September 1, 1998. Applications should be submitted by July 10, 1998 to: Jim Brett, Manager, Science & Technology, Information Services, Chair of the Search Committee, c/o The Library, University of Guelph, Guelph, Ontario N1G 2W1 Fax: (519) 824-6331; E-Mail: jimbrett@uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications

from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF GUELPH — Information Services Librarian. The University of Guelph Library requires an innovative professional librarian to join our Science and Technology Information Services team. The team is responsible for Academic Library, Information Literacy, Reference, Collection Management/Development and Community Needs Assessment in the sciences. The

TECHBC IS BRITISH COLUMBIA'S NEWEST PUBLIC UNIVERSITY. SCHEDULED TO OPEN PROGRAMS IN THE FALL OF 1999, WE WILL UTILIZE BOTH PHYSICAL AND VIRTUAL CAMPUSES TO DEVELOP THE LEADERS AND INNOVATORS OF THE 21ST CENTURY. TO ENSURE OUR SUCCESS, WE NEED PEOPLE WHO EMBRACE CONSTANTLY EVOLVING TECHNOLOGIES; ENTREPRENEURIAL INDIVIDUALS WITH THE CREATIVITY NEEDED TO HELP DESIGN THE NEXT STEP IN EDUCATIONAL EXCELLENCE.

Working with IMAGINATION MANAGER, CAMPUS DEVELOPMENT

This position will be responsible for directly managing the physical design and construction process for capital construction projects. This includes master planning of the site, feasibility studies, selection of consultants and coordination, cost estimate evaluation, site inspections and coordination of occupancy.

TechBC is seeking a creative, results oriented individual who possesses the capability to work with the University level to define its physical and virtual campus requirements in a manner that will enable the institution to cost effectively meet its unique operational objectives. The successful candidate will have a professional registration in Architecture or Engineering and a minimum of 8 years' directly related experience in the management of major and complex building projects from the design stage through to completion. You should have a desire to work in a highly motivated and team oriented environment.

More detailed information is available at www.tu.bc.ca

Forward your resume to:

**Human Resources
TechBC #101 10334 152A St.
Surrey, BC V3R 7P8
Fax: (604) 586-5250
E-mail: personnel@tu.bc.ca**

Technical University of British Columbia is committed to the principle of equity in employment and welcomes applications from all qualified individuals.

ASSISTANT PROFESSOR NEUROSCIENCE Kinsmen Laboratories University of British Columbia

The University of British Columbia invites applications for a tenure track position in the Division of Neurological Sciences, Department of Psychiatry. Outstanding candidates from all areas of Neuroscience are encouraged to apply, particularly individuals with expertise in the cellular/molecular basis of neurodegenerative disorders. Candidates must hold a Ph.D. and/or M.D. degree and show clear evidence of a capacity for independent, original research. The Division of Neurological Sciences is a research group in basic neuroscience and offers excellent research facilities. Generous start up funds are available. Salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Anticipated start date is November 1, 1998. Applicants should send a curriculum vitae, list of publications, a statement of research interests, and the names and addresses of three referees by July 31, 1998 to:



Dr. Steven R. Vincent, Head
Division of Neurological Sciences
Department of Psychiatry
University of British Columbia
2255 Westbrook Mall
Vancouver, B.C. V6T 2A1

ASSISTANT PROFESSOR SOCIOLOGY

The University of New Brunswick, Fredericton — the Department of Sociology invites applications for a tenure track position at the rank of Assistant Professor commencing July 1, 1998 or as soon as possible thereafter. The position is in the area of Sociology of Media and Culture but it is expected that the successful candidate will have interest in another substantive area of sociology and willingness to teach a variety of courses including introductory sociology. While the main responsibility is to the Department's undergraduate and graduate programs, active participation in the recently created interdisciplinary Involvement will include both teaching sociology courses relevant to multi-media students but also assisting in program and curriculum development. Candidates eligible for consideration will be those with a Ph.D. completed by September, 1998, demonstrated evidence of commitment to effective teaching and potential to develop an independent research program eventually sustainable through external funding. Interested candidates should send their curriculum vitae and names of three referees to:

Professor Jim Richardson
Chair, Department of Sociology
University of New Brunswick
Fredericton, NB E3B 5A3
CANADA

This position is subject to budgetary approval and, given, the lateness of the advertisement, may be filled as a one-year sessional appointment and readvertised in September 1998.



In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK

Director Toronto School of Theology



The Toronto School of Theology has seven theological colleges, federated or affiliated with the University of Toronto, and provides outstanding professional, graduate and continuing Christian theological education in an ecumenical context for students from Canada, the United States and abroad.

In close collaboration with Member Colleges, recognizing the distinctiveness and essential autonomy of each, the Director will provide leadership in the articulation and promotion of its mission and the implementation of the long range plan, act as a catalyst for dialogue among Member Colleges, maintain and enhance the working relationship with senior academic administrators at U of T, churches, Provincial Government and potential benefactors. As a strong and effective leader of program directors and support staff, the Director will ensure full utilization of their knowledge and skills and recognition of their contributions. The Director will be accountable to the Board of Trustees and will report regularly to the Board.

A Canadian citizen or landed immigrant with a Ph.D. or equivalent in a recognized theological discipline or related field, you will have a record of substantial scholarly achievement with competence or potential to teach on the advanced degree faculty. You will have a thorough knowledge of theological education in North America, proven administrative and management skills and experience, an appreciation of the distinctive characteristics of theological consortia, a commitment to the goals of ecumenism and active membership in one of the churches associated with the Toronto School of Theology. Currently this is a part time position (up to two-thirds time), however, the scope may change based on a review of current staffing patterns. The position becomes available on July 1, 1999.

Please reply in confidence, with C.V. and names of three referees, by mail or fax to: Board of Trustees, Toronto School of Theology, 47 Queen's Park Crescent East, Toronto, ON M5S 2C3. Tel: (416) 978-4030; Fax: (416) 978-7821.

CLASSIFIEDS

Library values service, responsiveness to user information needs and accountability to our user community. Our team approach, shared goals, participatory decision making, and positive culture and our other academic partners. The ideal candidate will demonstrate excellent verbal and written communication skills and the interpersonal skills required to work effectively with a team environment. A current knowledge of the impact of technologies and their application in libraries is an asset. In addition, experience or knowledge of the research process in an academic environment would prove valuable in working with faculty and graduate students. This is an academic position and the successful candidate will be expected to participate in appropriate professional and scholarly activities. Required qualifications include an ALA accredited Master's degree in library and information science and a Master's degree in a discipline related to the library sciences. This position will be filled at the library level (no entry level position). The annual salary is \$36,287 per year. Filing this position is subject to budgetary approval. We anticipate filling this position by September 1, 1998. Applications should be submitted by July 10, 1998 to: Jan Brett, Manager, Science & Technology Information Services, Chair of the Search Committee, 10 The University of Guelph, Guelph, Ontario N1G 2W1, FAX: (519) 824-6531, E-mail: jmbrett@uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible

minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

LINGUISTICS

UNIVERSITY OF MANITOBA - The Linguistics Department at the University of Manitoba invites applications for a full-time tenure track appointment at the rank of Assistant Professor beginning in August 1998, or as soon as possible thereafter. Salary will be commensurate with experience and qualifications; the 1997-98 salary range for the position is \$40,568 - \$48,000. Teaching duties, M.A. and M.Sc. supervision and research program will be concentrated in, but not limited to, the core areas of syntactic theory and syntactic analysis. The completed doctoral degree, an active research program, and in-depth field experience with a poorly documented language are required. Expertise in the field of Semantics and/or the biological foundations of language would be an asset. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. For further details may be requested by e-mail (linguistics@umanitoba.ca) or fax (204-474-7676). Applications (including curriculum vitae, diplomas, transcripts and three letters of reference must be sent to reach the Department by 30 June 1998 and should be addressed to: Dr. MacDonald, Head, Linguistics Department, University of Manitoba, 231 Fletcher Avenue, Winnipeg, R3T 5V6.

MATHEMATICS & STATISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Mathematics and Statistics. Applications are invited for a tenure track position in the Department of Mathematics and Statistics at the Assistant Professor level, with primary research interest in Computational Applied Mathematics. This position will support a new interdisciplinary graduate program in Computational Science and Statistics. The successful candidate will be expected to teach in the Department of Mathematics and Statistics, Physics, and Physical Oceanography. A PhD and demonstrated ability to undertake interdisciplinary research and capacity to provide expert advice on topical problems in modern scientific computing are required. This position will initially be supported by a Memorial University Research Infrastructure Funding in Targeted Areas Grant. Startup research funding will also be available. Applicants should send: MSCAMAT98, with complete curriculum vitae, a research plan, a statement of present teaching interests, and the names and mailing addresses of at least three referees should be sent to: MSCAMAT98, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7. The closing date for receipt of applications is July 15, 1998 or until the position is filled. Further details can be obtained from the Department. This position is subject to full budgetary approval. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Department of Mathematics and Statistics. Applications are invited for a tenure track position in Mathematics and Statistics at the Assistant Professor level, with primary research interest in Combinatorics. The appointment will commence 1 September 1998. A PhD and proven ability for research and effective teaching are required. Applications, including curriculum vitae, a statement of present research and teaching interests, and the names and mailing addresses of at least three referees should be sent to: MSCAMAT98, Department of Mathematics & Statistics, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 5S7. The closing date for receipt of applications is May 31, 1998 or until the position is filled. Memorial University is committed to the principle of equity in employment. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

CARLETON UNIVERSITY - The Department of Mathematics and Statistics invites applications for a position as Assistant Professor in the Department beginning September 1998. This is a tenure position and the main responsibility of the successful candidate will be teaching the equivalent of four full credit courses at the undergraduate level. Applicants should have at least a Master's degree in mathematics or statistics, a strong commitment to excellence in teaching, as well as experience teaching a variety of courses in a university setting. The position is subject to budgetary approval. Applications, including a curriculum vitae, a summary of teaching experience and philosophy and letters of reference should be sent to: Dr. Kenneth J. Williams, Chair, Department of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5S6. In accordance with Canadian immigration requirements the advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The deadline for applications is June 30, 1998.

MEDICINE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND Department of Medicine at Memorial University of Newfoundland invites applications from highly qualified individuals for the position of Senior Clinical Professor in Biological Psychiatry. This is a position to be held jointly in the Division of Basic Medical Sciences and the Discipline of Psychiatry. Applicants should have an outstanding publication record and a demonstrated ability to generate an independently funded research program. It is expected that the three year scholarship (2 year extension is available) for this position would lead to a tenure track position at the assistant or associate professor level. The successful candidate will have an opportunity to collaborate with members of the Neuroscience Research group in the Division of Basic Medical Sciences. The group's research activity is focused on molecular neurobiology of learning, memory, regeneration and neurotrophic factors, cortical neuroendocrine and cerebral metabolism, neuroprotection and mechanisms underlying learning, memory, pattern perception and antidepressant drug action. In addition, the candidate will be expected to help develop and promote research activity and scholarship with faculty and graduate students in the Discipline of Psychiatry. An important aspect of the position is to communicate research findings and develop links with other professionals in the Mental Health Community. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to the principles of employment equity and welcomes applications from all qualified candidates. Deadline: June 15th, 1998. Applicants should submit a curriculum vitae with a description of their research plans and the names and addresses of at least three referees to: Dr. Dalhousie University, Faculty of Medicine, Memorial University of Newfoundland, St. John's, Canada, A1B 3X6.

MUSIC

ST. FRANCIS XAVIER UNIVERSITY - The Department of Music at St. Francis Xavier University, Antigonish, Nova Scotia, is seeking a tenure-track position at the Assistant Professor level, beginning September 1, 1998. A Master's degree or exceptional professional experience is required. Applicants must have extensive jazz performance experience. University teaching experience is preferred. Duties include the trumpet studio and courses in the Jazz Studies curriculum. The position is subject to budgetary approval. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. FX is committed to employment equity. Applicants should send a curriculum vitae (letter will be required at a later date) and three letters of reference to: Professor James Hargreaves, Chair, Department of Music, St. Francis Xavier University, P.O. Box 500, Antigonish, NS, B2G 2W5. Closing date is July 15, 1998.

NEUROSCIENCE

THE UNIVERSITY OF CALGARY - Academic Neuroscience/Neuro-ologist. The University of Calgary Department of Clinical Neurosciences and the Calgary Regional Health Authority invites applications for a full-time position at the Assistant Professor level as an academic pediatric neurologist responsible for research, teaching, and patient care. The successful candidate must be certified in neurology, be eligible for licensure in the Province of Alberta, and hold a PhD in neurology research involving human brain tumors. In addition to general neurological training, at least one year of specialized fellowship training in pediatric neurology is required. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens.

and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity. Please forward a curriculum vitae and the name of three referees by June 15, 1998. Dr. W. B. Beck, Acting Head, Department of Clinical Neurosciences, University of Calgary, 1403-28 Street N.W., Calgary, Alberta T2N 2T9.

OBSTETRICS & GYNECOLOGY

MCILL UNIVERSITY - Embryologist. Applications are invited by the McGill Reproductive Center for a full-time technical position located in their unit at the Royal Victoria Hospital. The candidate must have a bachelors degree in a biology related field. Responsibilities include: an understanding of all aspects of human ART including a laboratory knowledge of the techniques used in IVF, ICSI and other human assisted conception treatments, cryopreservation, andrology and sperm preparation techniques. Experience in micromanipulation especially ICSI would be an advantage. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. For an overseas applicant the position is subject to obtaining of a valid Canadian Immigration work permit. McGill University is committed to equality in employment. The closing date for applications is July 31/98. Please send curriculum vitae with the names of three referees to: Dr. S. Tan, McGill Reproductive Center, Royal Victoria Hospital, Women's Pavilion F6-38, 687 Pine Avenue West, Montreal, Quebec H3A 1A1.

OCEANOGRAPHY

DALHOUSIE UNIVERSITY - Physical Oceanography. Assistant Professor. Applications are invited for a tenure-track faculty position at the assistant professor level in the Department of Oceanography, Dalhousie University. The successful candidate will be supported by the NSERC/MARTECH/Industrial Research Chair in "Regional Ocean Modeling and Prediction," a collaborative venture involving private industry (MAGNET), the Natural Sciences and Engineering Research Council and the Atmospheric Environment Service. The objective of the Chair is to develop new techniques to investigate the evolution of the atmosphere-ocean system on time scales of days to decades. Close links are anticipated with the newly established Atlantic Environmental Prediction Research Initiative (AEPRI) jointly located at the Department of Oceanography and the AES Maritime Weather Centre. The position holder will be responsible for the development of data assimilative models for forecasting oceanographic conditions off the eastern seaboard of Canada. Close collaboration with the group at Dalhousie currently involved in this type of research is anticipated. The junior chairholder will also work closely with senior faculty, Dr. Richard J. Garbarino, on the development of high-resolution ocean models that include prognostically evolving temperature, salinity, and sea-ice. The chairholder will be free to develop an individual

research program and will be subject to tenure review on the same basis as other faculty. Candidates should possess a doctoral degree in physical oceanography, a strong record of relevant research accomplishments, research interests and research compatible with those of other faculty in the department, ability to interact well in an interdisciplinary research environment, and demonstrated skills in communication and teaching. The research group at Dalhousie currently consists of six faculty in physical oceanography and four in atmospheric sciences, working with a similar number of research associates and post-doctoral fellows. The research interests of this group include nearshore processes, continental shelf circulation, deep ocean processes, physical, atmospheric chemistry, and atmospheric-ocean interaction. The approach is broad, encompassing both analytical and numerical modeling, collection and interpretation of field observations, and laboratory modeling. The group also has close links with scientists at the neighbouring Bedford Institute of Oceanography, many of whom are Adjunct Professors in the Department. Applicants should send a curriculum vitae, a brief statement of research and teaching objectives, including a statement on how they expect to contribute to the mandate of the chair, and the names and addresses of four professional referees to: Dr. A.J. Bowers, Chair, Department of Oceanography, Dalhousie University, Halifax, Nova Scotia, B3H 4J1, Canada; e-mail: tobias@dal.ca. The closing date for applications is June 30, 1998, but applications will be considered until the position is filled. Dalhousie University is committed to employment equity and encourages applications from qualified women, Aboriginal peoples, racially visible people and persons with disability. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

PHILOSOPHY

LAKEHEAD UNIVERSITY - The Department of Philosophy at Lakehead University invites applications for a probationary (tenure track) appointment at the rank of Assistant Professor commencing September 1, 1998. Candidates should be capable of contributing to the undergraduate program in Native Philosophy and teaching undergraduate courses in the history of philosophy, social and political philosophy and occupational ethics such as biomedical and business ethics and environmental. This appointment is subject to final budgetary approval. Applicants should submit a curriculum vitae and the names and addresses of three referees to: Dr. K. Kemp, Acting Dean of Arts and Science, Lakehead University, 955 University Ave., Thunder Bay, Ontario P7B 5J1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

CAUT ACPPU

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertising notices of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, sexual orientation, handicap, social preference, social origin, or political beliefs or affiliation. CAUT expects that the University of Guelph, Ontario N1G 2W1, FAX: (519) 824-6531, E-mail: jmbrett@uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine nationale, de religion, de couleur de peau, d'âge, d'état civil, d'orientation sexuelle, d'handicap, d'origine sociale, de convictions ou d'affiliations politiques. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi ou les droits de la personne ne le permettent. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir des données de la déclaration d'engagement énoncée ci-dessous.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 \$ doivent s'engager, comme condition de la soumission, à appliquer l'engagement de non-discrimination. L'engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, il pourra demander aux candidats à certains postes, annoncés dans le Bulletin de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universelle, le degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) investit les allégations de violations de la liberté universelle, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censure, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005, tél: (202) 737-5900.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the Bulletin may be asked to provide information of a confidential nature. As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005; tel: 202-737-5900.

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The Bulletin is published 10 times during the academic year: first week of each month September through June.

| ISSUE | CLASSIFIED | DISPLAY |
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| September | August 7/98 | August 14/98 |
| October | September 4/98 | September 11/98 |
| November | October 2/98 | October 9/98 |
| December | November 6/98 | November 13/98 |
| January | December 4/98 | December 11/98 |
| February | January 8/99 | January 15/99 |
| March | February 5/99 | February 12/99 |
| April | March 5/99 | March 12/99 |
| May | April 6/99 | April 13/99 |
| June | May 7/99 | May 14/99 |

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

CAUT BULLETIN

Stella Mazzarolo - Advertising Coordinator
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Le Bulletin est publié dix fois pendant l'année universitaire : la 1^{re} semaine de chaque mois, de septembre à juin.

| NUMÉRO | PETITES ANNONCES | GRANDES ANNONCES |
|-----------|------------------|-------------------|
| | 7 août 1998 | 14 août 1998 |
| Septembre | 4 septembre 1998 | 11 septembre 1998 |
| Octobre | 2 octobre 1998 | 9 octobre 1998 |
| Novembre | 6 novembre 1998 | 13 novembre 1998 |
| Décembre | 4 décembre 1998 | 11 décembre 1998 |
| Janvier | 8 janvier 1999 | 15 janvier 1999 |
| Février | 5 février 1999 | 12 février 1999 |
| Mars | 5 mars 1999 | 12 mars 1999 |
| Avril | 6 avril 1999 | 13 avril 1999 |
| Mai | 7 mai 1999 | 14 mai 1999 |

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LE BULLETIN DE L'ACPPU

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ANNONCES CLASSÉES

PHYSICS & ASTRONOMY

LAURENTIAN UNIVERSITY — The Department of Physics and Astronomy — The Department of Physics and Astronomy is seeking a person for a three year limited term position to begin August 1, 1998. Applicants must be bilingual in English and French. Applicants should have completed a PhD in the area of medical physics. The department has recently initiated an undergraduate program in medical physics. This program is an increasingly close relationship between the Laurentian and the University of Ottawa. The Laurentian is seeking a person to work away from the university campus with active research programs in nuclear tests, image registration, and dose optimization in treatment planning. The University is committed to excellence in employment and encourages applications from all qualified applicants, including women, aboriginal people, persons with disabilities, and persons with permanent disabilities. Please submit an application with a complete CV and references, to the Chair of Selection, Department of Physics and Astronomy, Laurentian University, Ramsey Lake Road, Sudbury, Ontario, P3E 3S5. Additional information is available at this position and the department may be found at <http://www.laurentian.ca/physics/astronomy.html> by telephone (705) 675-1151 extension 2220 or by fax (705) 675-4868. We wish to thank all applicants. Screening of candidates will commence June 30, 1998 but applications will be accepted until the position is filled.

UNIVERSITÉ LAURENTIENNE — Le Département de physique et d'astronomie de l'Université Laurentienne sollicite un candidat pour un poste de durée limitée à trois ans, commençant le 1^{er} août 1998. Le candidat ou la candidate doit être bilingue puisque la charge de travail comprendra de l'enseignement de cours en anglais et en français. La préférence sera accordée à un candidat ou une candidate ayant complété un doctorat en physique nucléaire ou en médecine. Le candidat ou la candidate doit également avoir complété un baccalauréat en physique biomédicale et collaborer avec des physiciens du Centre régional de cancérologie du nord-est de l'Ontario. Le CRONE, situé à 2 kilomètres de l'Université, est un site idéal de recherche sur les réactions nucléaires, la tomographie d'imagerie ainsi que le problème de l'optimisation de dose. L'Université Laurentienne adhère au principe de l'équité dans l'emploi et invite toutes les personnes qualifiées, y compris les femmes, les personnes handicapées, les personnes d'origine ethnique et les personnes âgées à poser leur candidature. Conformément aux exigences d'immigration, Canada, cette annonce s'adresse aux citoyens et citoyens canadiens et aux résidents et résidentes permanents. Répondez à notre annonce un curriculum vitae avec les noms et coordonnées des trois personnes recommandées au Président du Comité de sélection, Dr. L.D. Reed, Département de physique et d'astronomie, Université Laurentienne, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 3S5. Des détails supplémentaires sur cette position sont disponibles sur le Web à <http://www.laurentian.ca/physics/astronomy.html> ou par téléphone au (705) 675-1151, poste 2220 ou par télécopieur (705) 675-4868. L'examen des candidatures débutera le 30 juin 1998, mais les candidatures seront acceptées jusqu'à ce que la position soit remplie.

PLANT AGRICULTURE

UNIVERSITY OF GUELPH — Cropping Systems Agronomist. The Department of Plant Agronomy at the University of Guelph invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. The position is 50% research and 50% teaching. Candidates should have a PhD degree in agronomy or related sciences. The successful candidate will be expected to teach agronomy at the diploma, undergraduate and graduate levels, and to develop and conduct an innovative research program in conservation tillage of field and horticultural crops, integrated management within cropping systems and effects on the soil and environment, as well as to transfer results to growers. Applicants should provide strong evidence of a commitment to effective teaching, excellence in research and ability to work as part of a team of scientists. A strong background in integrated crop management, soil science and farm machinery will be a definite asset. Excellent research facilities and support are available. Please see our web page (<http://www.ocu.guelph.ca/CRCG/>) for details on the Department, the facilities and the University. Applications, including curriculum vitae, University transcripts, a statement of research and teaching experience and the names of three referees should be sent to: Dr. David J. Hunter, Chair, Search Committee, Department of Plant Agriculture, Crop Science Building, University of Guelph, Guelph, Ontario, Canada, N1G 2W1 Fax (519) 763-8333. Closing date: July 1, 1998. This appointment is subject to final budgetary approval. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

PSYCHOLOGY

Dalhousie University — Department of Psychology. The Department of Psychology at Dalhousie University is seeking a person for a three year limited term position to begin August 1, 1998. Applicants must have experience in the teaching of all aspects of introductory psychology. The instructor will be responsible for organization and management of operations of a large introductory psychology class, and a smaller upper level class in advanced general psychology. Duties will include the development, presentation and monitoring of tutorial and demonstration programs for these classes. In addition, the instructor will be responsible for maintaining a grade record, administering mid-terms and evaluations, collecting material expenses, responding to e-mail, maintaining a course Web site and aiding in the recruiting of students into the advanced general psychology class. This position is subject to final budgetary approval. Applicants should submit a letter of application, a copy of their curriculum vitae and two letters of reference to: Dr. B. Barham, Department of Psychology, Dalhousie University, Halifax, NS, Canada, B3H 4J1 by June 23, 1998. Dalhousie University

is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, Aboriginal people, racial/ethnic visible people, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

REHABILITATION MEDICINE

UNIVERSITY OF ALBERTA — Department of Rehabilitation Medicine, Faculty of Rehabilitation Medicine. A tenure track position in advanced assistive technology at the Assistant Professor level in the Faculty of Rehabilitation Medicine with joint appointments in the Department of Rehabilitation Technology at the Glenrose Rehabilitation Hospital. Qualifications: Applicants are sought with a PhD (or equivalent) in rehabilitation engineering, rehabilitation neuroscience and/or assistive technology with additional background and documented experience in applied rehabilitation science and/or one of the rehabilitation disciplines (e.g., physical therapy, occupational therapy, speech-language pathology, allied health science, applied health science). A research program and history of professional research productivity that will qualify the successful applicant for Alberta Heritage Foundation for Medical Research (AHFMR) and Natural Sciences and Engineering Research Council (NSERC) funding opportunities will be desirable. Context: The Faculty of Rehabilitation Medicine of the University of Alberta includes 29 academic staff members. Most are affiliated with one of three departments: Occupational Therapy (OT), Physical Therapy (PT), or Speech Pathology and Audiology. A few, with expertise in assistive technology and rehabilitation engineering, are affiliated with the biologists, neuroscience or degenerative disorders division, have faculty appointments that are not associated with a specific department. The position advertised in this announcement is considered an appointment at the Faculty level. The successful two undergraduate degrees (BSc-OT, BSc-PT) and degrees at the graduate level. Five of these are master's degree programs: three in speech-language pathology (MSP-A, MSP-B, MSP-C), one in occupational therapy (MSE-OT) and one in physical therapy (MSE-PT). The graduate program offers an interdisciplinary PhD degree in rehabilitation science. The Faculty has a strong research focus in assistive technology and rehabilitation engineering at the Glenrose Rehabilitation Hospital and the University of Alberta's Health Services Research Institute. The University is located in Edmonton, Alberta, Canada. The position carries expectations for teaching, research and service. The successful candidate will be expected to hold a tenure-track position at the University of Alberta. Teaching expectations include involvement in a variety of responsibilities for coursework at the undergraduate and graduate levels, supervisory and administrative communication systems and assistive technologies in rehabilitation. The expertise of the successful candidate will be sought in the development of interdisciplinary coursework at the graduate level that includes content related to rehabilitation and assistive technologies. Research expectations include the leadership role in further development of the Advanced Assistive Technology Laboratory in the Faculty, membership in and joint research activity with the Department of Rehabilitation Technology at the Glenrose Rehabilitation Hospital, and acquisition of external funding to support research in both research and service. Service expectations include the role of the Faculty's Technical Resource Group, assumption of some graduate student supervision, and committee work as appropriate at the Faculty and University levels. Please include a letter of intent, curriculum vitae and the names and addresses of persons who can be contacted for letters of reference. Consideration of applications will commence August 31, 1998 and applications will be accepted until positions are filled. Required application materials should be sent to: Albert M. Cook, Dean, Faculty of Rehabilitation Medicine, 3480 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4. Canada. Tel: (403) 492-5981, Fax: (403) 492-1626. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

SOCIOLOGY

SAINT MARY'S UNIVERSITY — Department of Sociology. Saint Mary's University (subject to administrative authorization), Department of Sociology invites applications for a 3-month contract position in the area of research and teaching. Assistant Professor commencing September 1, 1998. Candidates should have a PhD, or be near completion, and have a strong record of research and teaching in the area of feminist criminology, contemporary criminological theory, gender, race and justice, and gender and law. The successful candidate will be expected to teach courses in undergraduate and graduate programs (subject to approval). Applicants are requested to submit a curriculum vitae, an example of recent work, and arrange for three letters of reference to be sent directly to the Hiring Committee Chair, Department of Sociology, Saint Mary's University, Halifax, Nova Scotia B3H 3C2. Applications will be considered until June 15, 1998. Applicants are responsible for ensuring that their files, including letters of reference are complete. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity. Visit our website <http://www.stmarys.ca>.

SOIL SCIENCE

UNIVERSITY OF MANITOBA — The Department of Soil Science, Faculty of Agricultural and Food Sciences. University of Manitoba invites applications for a full-time tenure track position in soil science at the rank of Assistant Professor in Landscape Ecology/Biophysical Processes. The position, subject to final budgetary approval, will commence September 1, 1998 as soon as possible thereafter. A PhD degree in soil science with specialization in landscape ecology/biophysical processes is required. Areas of specialization that include hydrologic and/or pedologic processes occurring at the landscape level. Post-doctoral experience is preferable but not required. The successful candidate will be expected to: (1) teach undergraduate and graduate courses; (2) develop an active research program in soil science and landscape ecology; (3) supervise master's and doctoral students; and (4) participate in outreach and service. The Faculty of Agricultural and Food Sciences is committed to the principles of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

level is currently \$40,840.00-\$62,500.00 per annum (under review). The University of Manitoba encourages applications from qualified women, men, including members of visible minorities, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Send applications with a detailed curriculum vitae including a summary of previous research, research interests, academic transcripts, and names of three referees by July 1, 1998 to: Dr. G.J. Campbell, Department of Soil Science, Faculty of Agricultural and Food Sciences, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Tel: (204) 476-6161, Fax: (204) 476-7642. E-mail: facag@cc.umanitoba.ca.

SPEECH PATHOLOGY & AUDIOLOGY

UNIVERSITY OF ALBERTA — The Department of Speech Pathology and Audiology at the University of Alberta invites applications for a tenure track position. Due to past and impending retirements, three tenure-track positions are currently available. Applicants eligible for Alberta Heritage Foundation for Medical Research appointments are also encouraged to apply. AHFMR funds scholarship and research awards and is the holder to those primarily on research. Appropriate candidates may be eligible through AHFMR for both salary and establishment grants. Qualified candidates must hold a PhD degree in speech-language pathology or a related discipline. Evidence of research and teaching potential is required, and eligibility for certification by the Canadian Association of Speech-Language Pathologists and Audiologists under the American Speech-Language-Hearing Association is desirable. All appointees will conduct research, teach courses, and supervise masters and doctoral students in their areas of expertise. The following areas of expertise are sought: acquired neurogenic communication disorders in adults associated with aphasia, traumatic brain injury, and dementia; normal and disordered aspects of voice and resonance; speech and hearing science (including anatomy and physiology of the speech mechanism and the hearing and vestibular system); principles and measurement of speech acoustics and perceptual; child language development and disorders; specialization in the area of early language development disabilities. The Department is located in historic and renovated facilities within the Faculty of Rehabilitation Medicine, Department of Speech Pathology and Audiology. The successful candidate will be expected to hold a tenure-track position at the University of Alberta. Teaching expectations include involvement in a variety of responsibilities for coursework at the undergraduate and graduate levels, supervisory and administrative communication systems and assistive technologies in rehabilitation. The expertise of the successful candidate will be sought in the development of interdisciplinary coursework at the graduate level that includes content related to rehabilitation and assistive technologies. Research expectations include the leadership role in further development of the Advanced Assistive Technology Laboratory in the Faculty, membership in and joint research activity with the Department of Rehabilitation Technology at the Glenrose Rehabilitation Hospital, and acquisition of external funding to support research in both research and service. Service expectations include the role of the Faculty's Technical Resource Group, assumption of some graduate student supervision, and committee work as appropriate at the Faculty and University levels. Please include a letter of intent, curriculum vitae and the names and addresses of persons who can be contacted for letters of reference. Consideration of applications will commence August 31, 1998 and applications will be accepted until positions are filled. Required application materials should be sent to: Albert M. Cook, Dean, Faculty of Rehabilitation Medicine, 3480 Corbett Hall, University of Alberta, Edmonton, Alberta, T6G 2G4. Canada. Tel: (403) 492-5981, Fax: (403) 492-1626. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of Speech Pathology and Audiology at the University of Alberta invites applications for a seasonal lecture to teach an advanced graduate course in the area of stuttering. August 4 - 21, 1998. In Edmonton. Qualified candidates must hold a PhD degree in speech-language pathology, be able to demonstrate an international reputation in scholarly and clinical endeavors in the area of stuttering treatment and show excellence in teaching graduate students. Salary will be commensurate with qualifications and experience. Consideration of applications will commence April 1, 1998 and applications will be accepted until positions are filled. Please apply by sending a curriculum vitae, transcripts or printouts of publications best representing your research, names of three referees and a statement of teaching and research interests to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3480 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4. Phone: (403) 492-5981, Fax: (403) 492-1626. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

SURGERY

UNIVERSITY OF ALBERTA — The Department of Surgery, Division of Surgical Research at the University of Alberta seeks an assistant professor for cell and tissue preservation. The successful applicant will have extensive research experience in the area of low temperature preservation of multicellular structures and a proven track record of publication in this area. Experience in the field of tissue banking of cells and tissues will be an asset. A combination of the successful applicant's appointment in this area of research and teaching will be expected. The individual will be competitive for an independent stipend support such as personnel award from AHFMR or MRC of Canada within 2 years of recruitment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Interested applicants may forward a copy of their curriculum vitae, a covering letter and the names of 3 referees to: Dr. C. Warnock, Director Division of Surgical Research, University of Alberta, 204 3rd Walter Mackenzie Centre, Edmonton, Alberta, T6G 2G7. Closing date for applications is August 31, 1998. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

ized livestock. Qualified applicants should submit a curriculum vitae and the names of three referees to the address shown below as soon as possible, and in any case before 24 July 1998. This position has been created for advertising at the two-tier level. Applicants are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to identify themselves on their applications. Dr. Peter Field, Department of Veterinary Anatomy, Western College of Veterinary Animals, University of Saskatchewan, 52 Campus Drive, Saskatoon, Sask. S7N 5B4, Canada. Fax: (306) 966-7409; Phone: (306) 966-7401; E-mail: peter.field@usask.ca.

THEOLOGY

QUEEN'S THEOLOGICAL COLLEGE — Assistant Professor in New Testament Studies. Queen's Theological College invites applications for a tenure track position in New Testament Studies at the Assistant Professor level, to begin July 1, 1999. Teaching responsibilities will include teaching a broad range of subjects related to New Testament, including Greek, to theology students, students in the Department of Religious Studies. The successful applicant will be expected to demonstrate commitment to the goals of the College which include theological education of candidates for ordination in the Christian Church; education in the Department of Religious Studies of Queen's University; and continuing education of clergy and lay members of the community. Competing in a secondary discipline is an asset. Completed PhD degree or equivalent research, publications and teaching experience strongly preferred. Detailed position description available on request. Queen's Theological College welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants, including curriculum vitae, should be sent to the Principal, Queen's Theological College, Kingston, Ontario, K7L 3N5 by October 15, 1998. The applicant should arrange to have three letters of reference sent to the same address by the same date.

VETERINARY MEDICINE

UNIVERSITY OF SASKATCHEWAN — The Department of Veterinary Anatomy at the Western College of Veterinary Medicine is seeking applications for a tenure-track faculty position in Veterinary Anatomy. The initial appointment is likely to be in the Associate Professor range. Candidates should have either advanced training and experience in an area related to anatomy (preferably at the doctoral level and with a veterinary orientation), a DVM degree (or its equivalent) or both. Teaching duties will be primarily related to Gross Anatomy in the professional veterinary program, though teaching may also be required in other courses including Microscopic Anatomy, Developmental Anatomy and Comparative Anatomy, depending on the skills and interests of the applicant. The University, among others, teaches biology, biomechanics, epidemiology, reproductive biology, toxicology, and wildlife and special-

ized livestock. Qualified applicants should submit a curriculum vitae and the names of three referees to the address shown below as soon as possible, and in any case before 24 July 1998. This position has been created for advertising at the two-tier level. Applicants are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to identify themselves on their applications. Dr. Peter Field, Department of Veterinary Anatomy, Western College of Veterinary Animals, University of Saskatchewan, 52 Campus Drive, Saskatoon, Sask. S7N 5B4, Canada. Fax: (306) 966-7409; Phone: (306) 966-7401; E-mail: peter.field@usask.ca.

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from August 1998. \$1100.00 per month including utilities. Call Beth at (416) 978-7458 or 588-1380 or e-mail beth@toronto.ca. **CAPE CORD COTTAGE** in Wellfleet near beaches. \$450.00 per week. Available most of June, July, 1998. This position has been created for advertising at the two-tier level. Applicants are invited from qualified individuals, regardless of their immigration status in Canada. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to identify themselves on their applications. Dr. Peter Field, Department of Veterinary Anatomy, Western College of Veterinary Animals, University of Saskatchewan, 52 Campus Drive, Saskatoon, Sask. S7N 5B4, Canada. Fax: (306) 966-7409; Phone: (306) 966-7401; E-mail: peter.field@usask.ca.

RENTED

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What's Wrong with Dialogue on Education?

BILL GRAHAM

THE PUBLIC DIALOGUE ABOUT UNIVERSITIES has been changing in significant ways that threaten universities and the future of Canada itself. The change has come in the form of a narrowing down of the purposes and benefits of higher education. The harm has been caused by the continued underfunding of universities by the federal and provincial governments.

For the last two decades powerful forces, led by such groups as the Business Council on National Issues, the National Citizens Coalition, the Fraser Institute, and much of corporate Canada, have pushed an agenda which is very narrowly focused towards economic competitiveness and privatization.

In 1988 the Science Council of Canada issued its report, "Winning in a World Economy," which stated that:

"A new economic order based on global competition in knowledge-intensive industries is emerging ... In an age when international economic success increasingly depends on knowledge and technological innovation, universities need to engage more actively in economic renewal in Canada ... ways must be found to strengthen the role universities play in the economy ... Universities must reorient some of their activities to provide the teaching and research required by the private sector ... Priority among university activities is now typically given to liberal education and fundamental research ... however, universities must contribute more effectively to economic renewal; they are the primary source of the people and knowledge so urgently needed for industrial revitalization ... hiring, tenure, and promotion systems should increasingly recognize, support, and reward the transfer of knowledge and technology to industry ... If universities



do not reach out to meet the needs of society, these needs will be satisfied elsewhere and universities will diminish in importance."

In this narrowed focus the needs of society are reduced to the economic needs of the private sector while the broader and more basic social, cultural and even public economic needs are ignored.

The result of abandoning the broader focus has led to general underfunding of our universities by both levels of government; substitution of targeted for basic operating funding; dramatic raising and deregulation of tuition fees; increasing corporatization of universities; and casualization of academic labour.

Supporters of the narrow private benefit focus now come from all sides and include university presidents and even fac-

ulty members. The Ontario advisory panel "Future Directions for Post-secondary Education" (1996), chaired by David Smith, mentioned only weakly the broader public and social benefits because of the "difficulties of assigning a dollar value" to them; but it strongly endorsed the deregulation of fees.

Ironically, presidents and faculty may be setting their own trap, for governments are likely to decide that major increases in student aid necessitated by spiralling tuition rates should come at the expense of basic operating funding.

A recent major U.S. report underlines the folly of an unbalanced public discussion of higher education. The New Millennium Project in Higher Education Costs, Pricing and Productivity, sponsored by the Institute of Higher Education Policy, the Ford Foundation, and the Educational Resources Institute stresses the negative effects of a narrow focus on benefits of higher

education. The 1998 report, "Reaping the Benefits," states that "the shift in national dialogue away from higher education's public and democratic purposes and towards its private economic benefits has the potential to significantly alter the way society invests in higher education as a fundamental social institution."

The report concludes that the narrow private gain focus "would have negative consequences on the nation's ability to prosper and succeed." Specific effects could be expected to include growing social and economic disparities; increasing public expenditure on welfare; loss of competitiveness in technological areas themselves; a general decline in the quality of life; declining public health; and diminished civic engagement and citizen responsibility.

Ministers of Education of Canada, take note. ■

Qu'est-ce qui ne va pas avec le discours public sur l'éducation au Canada?

LE DISCOURS PUBLIC SUR LES UNIVERSITÉS ÉVOLUE d'une manière importante, au point de menacer les universités et l'avenir du Canada. Cette évolution s'est traduite par une réduction des objectifs et des avantages de l'enseignement supérieur. De plus, par le sous-financement constant qu'ils imposent aux universités, les gouvernements fédéral et provinciaux ont causé des torts.

Depuis deux décennies, de puissantes forces menées par des groupes comme le Conseil canadien des chefs d'entreprises, la National Citizens Coalition, le Fraser Institute et une bonne partie des grandes entreprises canadiennes, ont préconisé une stratégie très axée sur la concurrence économique et la privatisation.

En 1988, le Conseil des sciences du Canada a rendu public un rapport intitulé *Pour réussir dans une économie mondiale* dans lequel il affirme ce qui suit :

«Un nouvel ordre économique reposant sur une concurrence à l'échelle planétaire dans les industries à forte concentration de savoir s'installe. (...) À une époque où la réussite économique internationale repose de plus en plus sur le savoir et l'innovation technologique, les universités doivent prendre une part plus active au renouveau économique du Canada. (...) Il faut trouver des moyens de renforcer le rôle que les universités jouent dans l'économie. (...) Celles-ci doivent réorienter certaines de leurs activités pour assurer la formation et la recherche qui répondent aux besoins du secteur privé. (...) Aujourd'hui, les universités privilégient habituellement la culture générale et la recherche fondamentale. (...) Mais, en même temps, les universités doivent contribuer plus efficacement au renouveau économique car elles possèdent le capital humain et intellectuel dont l'industrie a

tant besoin pour assurer sa relance. (...) Les systèmes d'embauche, de titularisation et de promotion devraient reconnaître et récompenser le transfert du savoir et de la technologie à l'industrie. (...) Si les universités ne prennent pas les moyens pour répondre aux besoins de la société, celle-ci cherchera réponse ailleurs, et les universités perdront de leur importance.»

Selon l'objectif restreint de l'avantage privé, les besoins de la société sont limités aux besoins économiques du secteur privé tandis que les besoins sociaux, culturels, publics et économiques, plus larges et plus élémentaires, sont passés sous silence.

L'abandon de cet objectif plus large a entraîné un sous-financement général de nos universités par les deux paliers de gouvernement, le remplacement des subventions d'exploitation de base par de l'aide financière ciblée, la hausse considérable des frais de scolarité et leur déréglementation, la privatisation accrue des universités et la précarisation de l'emploi universitaire.

Or, les tenants de l'objectif restreint de l'avantage privé proviennent de tous les milieux et comprennent tant des recteurs d'université que des professeurs. Le comité consultatif de l'Ontario sur les orientations futures dans le domaine de l'enseignement postsecondaire (1996), présidé par David Smith, a mentionné, sans trop d'insistance, les avantages publics et sociaux plus larges, parce qu'il était difficile de leur attribuer une valeur en dollars. Il a toutefois fermement approuvé la déréglementation des frais de scolarité.

Ironiquement, les recteurs et les professeurs qui favorisent le paiement de frais de scolarité plus élevés par les étudiants sont peut-être en train de se faire prendre au piège

car les gouvernements décideront sans doute de puiser dans les subventions de fonctionnement de base pour palier les hausses importantes de l'aide financière aux étudiants, devenues nécessaires à cause de la montée en flèche des frais de scolarité.

Un important rapport américain, rendu public récemment, souligne à quel point un débat mal équilibré sur l'enseignement supérieur est ridicule. Le nouveau projet du millénaire sur les coûts, le prix et la productivité du secteur postsecondaire, parrainé par l'Institute of Higher Education Policy, la Fondation Ford et l'Educational Resources Institute, met l'accent sur les conséquences négatives d'une vision restreinte des avantages de l'enseignement postsecondaire. Le rapport, intitulé *Reaping the Benefits*, et publié en 1998, affirme que le dialogue national, qui s'éloigne des objectifs publics et démocratiques de l'enseignement postsecondaire pour se rapprocher des avantages économiques privés, pourrait modifier sensiblement la façon dont la société investit dans l'enseignement postsecondaire en tant qu'institution sociale fondamentale.

Le rapport conclut que l'objectif restreint du gain privé aura des conséquences négatives sur la capacité du pays à prospérer. Ces conséquences pourraient notamment comprendre de plus en plus de disparités sociales et économiques, des dépenses publiques croissantes en matière de bien-être social, la perte de la compétitivité dans les secteurs technologiques, une baisse générale de la qualité de vie, la dégradation de la santé publique ainsi qu'un engagement civique et une responsabilité des citoyens diminués.

Que les ministres de l'Éducation du Canada en prennent bonne note. ■